



**STATE OF IOWA
MASTER AGREEMENT**

MA# 005 CTITQ0086 1

EFFECTIVE BEGIN DATE: 03-01-2007
EXPIRATION DATE: 02-29-2012
PAGE: 1 of 5

BUYER : ASHLEY SUPER
ashley.super@iowa.gov
515-281-7073

FOB

PAYMENT TERMS (%): **DAYS:**

VENDOR:

JOEL JOHNSON & ASSOCIATE
Ste 203
3775 EP True Pkwy
West Des Moines, IA 50265
USA

VENDOR CONTACT:

Joel Johnson
PHONE: 515-221-2679 **EXT:**
EMAIL: jjohnson@jandaconsulting.com
VENDOR #: 20295656600

DESCRIPTION OF ITEMS CONTRACTED

CONSULTING, IT

SEE ATTACHED DOCUMENTS

Contract to furnish IT consulting and staff augmentation pursuant to the specifications, terms and conditions of sealed bid #BD80200S102 on file with the Department Of Administrative Services, GSE Purchasing Division, Hoover Building, Level A, Des Moines, Iowa 50319-0105.

For complete instructions on how to use this contract, see the attached file regarding rules or contact The Department of Administrative Services, General Services Enterprise.

This contract is for the following ITQ service categories:

1. Strategy Consulting
2. Project Management
3. Design / Planning
4. Developing
5. Testing
6. Implementation
9. Administration

Contact:

Joel Johnson
ph: 515-221-2679
fax: 515-221-1644
Email: jjohnson@jandaconsulting.com

PCQT# _____



Rating: 7.98

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RENEWAL PERIODS

FROM 03-01-2012 TO 02-28-2014

FROM 03-01-2014 TO 02-29-2016

THRESHOLDS

MINIMUM ORDER AMOUNT:

MAXIMUM ORDER AMOUNT:

NOT TO EXCEED AMOUNT:

AUTHORIZED DEPARTMENT

ALL

SUB Political Sub-divisions

TOTAL \$0.00

VENDOR:

APPROVED BY:

THIS MA IS SUBJECT TO THE TERMS AND
CONDITIONS ATTACHED HERETO.
PLEASE SEE ATTACHMENTS FOR
FURTHER DESCRIPTIONS.



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LINE NO.	QUANTITY / SERVICE DATES	UNIT	COMMODITY / DESCRIPTION	UNIT COST / PRICE OF SERVICE
1	0.00000		91829	\$0.000000
				\$0.000000

Computer Software Consulting

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TERMS AND CONDITIONS

Incorporation

The Request for Proposal and/or bid documents for this project and the vendor's proposal in response to the RFP or Bid together with any clarifications, attachments, appendices, or amendments of the State or the Vendor are incorporated into this Contract by reference as if fully set forth in this Contract.

Remedies upon Default

In any case where the vendor has failed to deliver or has delivered non-conforming goods and/or services, the State shall provide a cure notice. The notice to cure shall state the maximum length of time the vendor has to cure. If after the time period stated in the notice to cure has passed, the vendor continues to be in default, the State may procure goods and/or services in substitution from another source and charge the difference between the contracted price and the market price to the defaulting vendor. The State's Attorney General shall be requested to make collection from the defaulting vendor.

Force Majeure

Force majeure includes acts of God, war, civil disturbance and any other causes which are beyond the control and anticipation of the party affected and which, by the exercise of reasonable diligence, the party was unable to anticipate or prevent. These provisions of force majeure also apply to subcontractors or suppliers of the Vendor. Force majeure does not include financial difficulties of the Vendor or any associated company of the Vendor, or claims or court orders that restrict the Vendor's ability to deliver the goods or services contemplated by this Agreement. Neither the Vendor nor the State shall be liable to the other for any delay or failure of performance of this Agreement caused by a force majeure, and not as a result of the fault or negligence of a party.

Subcontractors

The successful vendor shall be responsible for all acts and performance of any subcontractor or secondary supplier that the successful vendor may engage for the completion of any contract with the State. A delay that results from a subcontractor's conduct, negligence or failure to perform shall not exempt the vendor from default remedies. The successful vendor shall be responsible for payment to all subcontractors and all other third parties.

Termination-Non-Appropriation

Notwithstanding any other provision of this contract, if funds anticipated for the continued fulfillment of this contract are at any time not forthcoming or insufficient, either through the failure of the State to appropriate funds, discontinuance or material alteration of the program for which funds were provided, then the State shall have the right to terminate this contract without penalty by giving not less than thirty (30) days written notice documenting the lack of funding, discontinuance or program alteration.

Immunity of State/Fed Agencies

The vendor shall defend and hold harmless the State and Federal funding source for the State of Iowa from liability arising from the vendor's performance of this contract and the vendor's activities with subcontracted and all other third parties.

Assignment

Vendors may not assign contracts or purchase orders to any party (including financial institutions) without written permission of the General Services Enterprise - Purchasing.

Anti-Trust Assignment

For good cause and as consideration for executing this purchase order, the vendor, through its duly authorized agent, conveys, sells, assigns, and transfers to the State of Iowa all rights, title and interest in and to all causes of action it may now or hereafter acquire under the anti-trust laws of the United States and the State of Iowa, relating to the particular goods or services purchased or acquired by the State of Iowa pursuant to the using State of Iowa agency.

Delivery and Acceptance

When an award has been made to a vendor and the purchase order issued, deliveries are to be made in the following manner.

A. Deliveries - All deliveries are to be made only to the point specified on the purchase order. If delivery is made to any other point, it shall be the responsibility of the vendor to promptly reship to the correct location. Failure to deliver procured goods on time may result in cancellation of an order or termination of a contract at the option of the State.

B. Delivery Charges - All delivery charges should be to the account of the vendor whenever possible. If not, all delivery charges should be prepaid by vendor and added to the invoice.

C. Notice of Rejection - The nature of any rejections of a shipment, based on apparent deficiencies disclosed by ordinary methods of inspection, will be given by the receiving agency to the vendor and carrier within a reasonable time after delivery of the item, with a copy of this notice to the General Services Enterprise - Purchasing. Notice of latent deficiencies which would make items unsatisfactory for the purpose intended may be given by the State of Iowa at any time after acceptance.

Delivery and Acceptance (cont)

D. Disposition of Rejected item - The vendor must remove at the vendor's expense any item rejected by the State. If the vendor fails to remove that rejected item, the State may dispose of the item by offering the same for sale, deduct any accrued expense and remit the balance to the vendor.

E. Testing After Delivery - Laboratory analysis of an item or other means of testing may be required after delivery. In such cases, vendors will be notified in writing that a special test is being made and that payment will be withheld until completion of the testing process.

Title to Goods

The vendor warrants that the goods purchased hereunder are free from all liens, claims or encumbrances.

Indemnification

To the extent that goods are not manufactured in accordance with the State's design, the vendor shall defend, indemnify and hold harmless the State of Iowa, the State's assignees, and other users of the goods from and against any claim of infringement of any Letter Patent, Trade Names, Trademark, Copyright or Trade Secrets by reason of sale or use of any articles purchased hereunder. The State shall promptly notify the vendor of any such claim.

Nondiscrimination

The vendor is subject to and must comply with all federal and state requirements concerning fair employment and will not discriminate between or among them by reason of race, color, religion, sex, national origin or physical handicap.

Warranty

The vendor expressly warrants that all goods supplied shall be merchantable in accordance with the Uniform Commercial Code, Section 2-314 and the Iowa Code, Section 554.2314.

Taxes



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The State of Iowa is exempt from the payment of Iowa sales tax, motor vehicle fuel tax and any other Iowa tax that may be applied to a specified commodity and/or service. Contractors performing construction activities are required to pay state sales tax on the cost of materials. The Iowa Department of Revenue exemption letter will be furnished to a vendor upon request.

Hazardous Material

All packaging, transportation, and handling of hazardous materials shall be in accordance with applicable federal and state regulations including, but not limited to, the Material Safety Data Sheet provision of O.S.H.A. Hazard Communication Standard 29CFR 1910.1200, and Iowa Administrative Code, Chapter 567.

Public Records

The laws of the State of Iowa require procurement records to be made public unless exempted by the Code of Iowa.

Miscellaneous

The terms and provisions of this contract shall be construed in accordance with the laws of the State of Iowa. Any and all litigation or actions commenced in connection with this contract shall be brought in Des Moines, Iowa, in Polk County District Court for the State of Iowa. If however, jurisdiction is not proper in Polk County District Court, the action shall only be brought in the United States District Court for the Southern District of Iowa, Central Division, providing that jurisdiction is proper in that forum. This provision shall not be construed as waiving any immunity to suit or liability, which may be available to the State of Iowa.

If any provision of this contract is held to be invalid or unenforceable, the remainder shall be valid and enforceable.

Records Retention

The vendor shall maintain books, records, and documents which sufficiently and properly document and calculate all charges billed to the State of Iowa throughout the term of this Agreement for a period of at least five (5) years following the date of final payment or completion of any required audit, whichever is later. The vendor shall at, no charge, permit the Auditor of the State of Iowa, or any authorized representative of the State (or where federal funds are involved, the Comptroller General of the United States or any other authorized representative of the United States government) to access and examine, audit, excerpt and transcribe any directly pertinent books, documents, papers, electronic or optically stored and created records, or other records of the vendor relating to orders, invoices, or payments documentation or materials pertaining to this Agreement.

Independent Contractor

The vendor is an independent contractor performing services for the State of Iowa, and as such shall not hold itself out as an employee or agent of the State.

Performance Monitoring

For all service contracts, the requirements of Iowa Code sections 8.47 shall be incorporated into final terms and conditions of the contract.

Confidentiality

Each party may have access to confidential information of the other party to the extent necessary to carry out their responsibilities under the Agreement and Software License Agreement. Such confidential information shall, at all times, remain the property of the party disclosing the confidential information. Each party shall preserve the confidentiality of the confidential information disclosed or furnished by the other party, and shall maintain procedures for safeguarding such confidential information. Each party shall accept responsibility for providing adequate supervision and training to its agents, employees and any approved contractors and subcontractors to ensure compliance with the terms of this Agreement.

Works Made for Hire

All information, reports, studies, flow charts, diagrams, and other tangible and intangible material of any nature, whatsoever, produced by the vendor for delivery to the State during the course of this engagement and all copies of any of the foregoing shall be the sole and exclusive property of the State, and all such material and all copies shall be deemed "works made for hire" of which the State shall be deemed the author.

To the extent that the materials are not deemed "works made for hire", the vendor hereby irrevocably grants, assigns, transfers, and sets over to the State all legal and equitable right, title, and interest of any kind, nature or description in and to the materials and the vendor shall be entitled to make absolutely no use of any of the materials except as may be expressly permitted in this Agreement.

Vendor's Property

Notwithstanding provisions of "works made for hire", the vendor shall own all of its pre-existing methods, techniques, and processes, including software and documentation, that it brings to this engagement and shall own all enhancements to these methods, techniques and processes, including software and documentation, that are developed during the course of this engagement ("Vendor's Property") and (b) the vendor shall have the right to retain copies of all materials referred to in "works made for hire" in its files evidencing its services for the Information Technology Enterprise. The vendor agrees to grant the State/ITE a royalty-free, nonexclusive, nontransferable license to use, duplicate and disclose the Vendor's Property for the purposes contemplated by this Agreement.



May 2, 2006

Ashley Super, Purchasing Agent III
Iowa Department of Administrative Services (DAS)
General Services Purchasing
Hoover State Office Building, Level A
Des Moines, IA 50319-0105

Re: Invitation to Qualify (ITQ) # BD80200S102, Version 1.0
Category 6. Implementation

Dear Ms. Super,

We are pleased to submit this bid to qualify for the following **Category: Implementation**. Our intention is to clearly demonstrate our abilities to recruit, retain, and place contractors while providing clear and competitive pricing. As a new vendor to The State of Iowa we want to ensure all Departments that we have the experience, relationships, and knowledge of State I.T. operations and fully understand how to successfully provide contractors and teams in this category.

Should you have any questions or need additional information or assistance regarding J&A Consulting, please contact:

Mr. Joel Johnson
J&A Consulting, LLC
3775 E.P. True Parkway, Suite 203
West Des Moines, IA 50265

Office/:515-221-2679
Mobile: 515-418-3922
Fax: 515-223-2393
jjohnson@jandaconsulting.com
www.jandaconsulting.com

Thank you,

Joel Johnson
State of Iowa SP Contract Administrator

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Part 4-4 Client References (sent to clients for return to DAS) List of Clients

1. James Wells – City of Des Moines
2. Tim Patterson – ConAgra, Inc.

Part 4-5 Cost Data Sheet – See Exhibit E..... 13 & 21

Part 6 Exhibits A-F, Attachments and Addendums

- | | |
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J&A Consulting, LLC response for Category 6: Implementation

Evaluation committee members will independently rate your response to this questionnaire on a scale from one (1) to ten (10), and the average rating of five (5) defined as satisfactory will be used to determine acceptability.

This section provides a series of questions asking for narratives that outline your organization's structure relevant to this ITQ. Limit responses to four paragraphs to each question. You should use your company stationary to submit responses but include the questions. In addition to these questions, agencies in their RFPs may request resumes of personnel who may be assigned to specific STATE projects. Resumes are not required for the ITQ , but can be considered supplemental to illustrate your focus of expertise. Do not substitute resumes for answering all mandatory questionnaires. Also, since resumes frequently change, SPs must provide current applicable resumes in responses to agency proposal requests. Agencies will not refer to resumes submitted with the ITQ when selecting a SP for a project or staff augmentation assignment.

SUBMIT ANSWERS FOR EACH SERVICE CATEGORY YOU SEEK TO QUALIFY FOR.

1. How do you intend to provide the resources required by this ITQ?

J & A Consulting, LLC, will provide resources based upon our proven approach of over six years of successfully providing The State of Iowa resources while employed with another organization. We know the types of needs that the various departments The State will put forth to bid and have local, qualified, affordable professionals who are ready to serve in whatever capacity The State requires. We recognize that The State needs to be able to acquire affordable resources that will commit to the entire contract period and put the goal of The State first and foremost. That is why we secure the abilities of resources in advance who posses the skills you need and the desire to serve those needs for the long-term requirements of each Bureau, Department, and Agency. Furthermore, J&A Consulting, LLC has undertaken employment and contractual measures that ensure resource commitment for the duration of any contract, especially those that are renewable on an annual basis. We fully appreciate and understand that when one to two years are invested in a contracted resource it is costly, painful, and sometimes negatively emotional to have to replace a contracted resource who leaves for another opportunity or for reasons that could be avoided. We take the measures in our business model to solidify this commitment and ensure that service continuity is a premium provided by J&A Consulting, LLC contractors.

J&A Consulting, LLC has a strong network of available consultants for roles as Technical Leads, Project Managers, Business Analysts, and Developers who have extensive experience in implementing small and enterprise level software applications, programs, and other systems. Although J&A Consulting, LLC has not been the sole implementer of any project to date our available contractors and former experience gained while employed with another successful State of Iowa SP qualify J&A Consulting as a viable vendor option for this Service Category.

At J & A our commitment to The State of Iowa will be of the utmost importance. We have enjoyed a successful working relationship with many areas of state government and our focus will be to continually communicate with key personnel at The State about initiatives and projects and then proactively secure or reserve qualified resources for presentation via the

State's established RFP Guidelines. No SP today is stocked with a full bench of paid personnel ready to place on client engagements so The State needs to trust that their SP's are proactively recruiting and presenting personnel that matches the technical, experience, and budget needs of each RFP. We have proven that possible in the past and will continue to do so in the future for The State having learned many lessons as another SP working for SOI projects.

Lastly, J & A Consulting, LLC will provide resources on a contract, contract to hire, or permanent basis. We are able to provide individuals for each opening with strong and diverse backgrounds as well as small or large teams to either help fill your existing State teams or entirely on either a T/M (time & materials) basis i.e. per/hour rate or on a fixed budget deliverable agreement. J & A will not dictate terms to The State but will follow your lead and assist and/or lead where The State so communicates.

2. Identify the SP contract administrator and describe the functions that person will perform.

The SP contract administrator (SPCA) will be Joel Johnson. He will be responsible for the following:

- *When presenting candidates for engagement SPCA will ensure that the scope of work is understood and defined by all parties.*
- *SPCA will provide qualified personnel to perform all work outlined on RFP as well as confirmation with Hiring Manager when necessary.*
- *SPCA will be available for 24/7 for all State personnel. All calls will be returned within one hour and emails within one day. In the event SPCA is not available a J&A Consulting, LLC replacement will be available.*
- *SPCA will adhere to all 'Not to Exceed' Pricing on all contract and project opportunities. SPCA will review pricing annually from acceptance and agree not to adjust pricing by more than any amount not mutually agreed upon by appropriate State personnel.*
- *SPCA will provide consultant information to State of Iowa personnel by a J&A Consulting Presentation package insofar as it does not extend past the requested information as outlined by each RFP.*
- *SPCA will proactively communicate and network with appropriate State of Iowa personnel so that projects and consultants are informed of progress, success, and areas of improvement.*
- *SPCA will provide a minimum of one annual review for State of Iowa personnel regarding performance and progress.*
- *SPCA will provide status reports and management reports for any State required or requested information on any consultant engagement or project.*
- *SPCA will conduct thorough orientation of all consultants engaged by The State of Iowa. This will include information meetings regarding the State's expectations, standards, policies, and work environment. Furthermore, each consultant will be provided logistical support for driving directions, parking instructions, points of interest in the Des Moines and surrounding area, and lodging selection support if applicable.*
- *SPCA will work with The State of Iowa on all Work Orders, Cancellations, and all SP matters in conjunction with all contract opportunities.*

- *SPCA will retain records in accordance with the request in bid #BD80200S102 v.1.0 for a period of five years unless otherwise directed by The State differently.*
- *SPCA Contact Information:*

Joel Johnson
J&A Consulting, LLC
3775 E.P. True Parkway, Suite 203
West Des Moines, IA 50265

515-221-2679 Office
515-418-3922 Mobile, available 24/7
515-223-2393 Fax
jjohnson@jandaconsulting.com

3. Describe how you plan on providing additional personnel if it becomes necessary to properly staff projects.

J & A Consulting will provide additional personnel by proactively communicating with State personnel and reserving the most qualified contractors in anticipation of those needs. This method is expensive as we realize that The State can not notify any SP about any requirement in advance but after being in this business for almost ten years we have learned to recognize project demands and anticipate client needs accurately. What the State needs is a vendor to bring proven and known resources and J & A Consulting, LLC only employs and subcontracts with contractors that are experienced and proven in their technical, behavioral, and professional attributes. Our recruiting process uncovers negative personality or communicative styles that would conflict with State project teams and their respective personalities. With each consultant there exist commitment signals that we can uniquely identify. If The State invests six months to a year in a contractor only to have them leave for another engagement there is a heavy cost associated at replacing that resource. As a trusted SP to The State our objective is to attract and retain the best talent for the positions you seek to fill and to proactively secure a commitment that is achieved through honest communication, excellent compensation and benefits, and an organizational culture that compels those we contract to The State to remain for the duration of the contract and renewal periods.

J&A Consulting is committed to growing our base of consultant personnel. Our strategy involves recruiting and communicating with hundreds of the region's best I.T. talent and keeping them informed of the great opportunities that exist with J&A and our clients. Additionally, we provide our Associates with a generous referral incentive that ensures that our clients have an ever growing team of professionals assisting in securing top talent.

Applicant screening at J&A includes the following:

- *Intense review of qualifications*
- *Phone and face to face interviews – technical and character-based*
- *Technical Testing*

- *Reference Check*
- *Background – Criminal, Drug/Alcohol, Credit*

If the consultant has worked for The State of Iowa previously we will provide a recommendation from the candidate's former State manager before presenting.

The SP Contract Administrator at J&A has been working with the State of Iowa in the capacity of providing consultants since 1999 and knows what works well and what does not. Those lessons have provided J&A the unique ability to effectively provide exceptional service delivery in aspects to The State of Iowa.

4. Describe your company's ability to uniquely address problems and issues related to the service category.

Every service category has unique issues. J & A Consulting feels the State needs SP's that understand your business environment, the challenges faced with each project, the team dynamic that is seeking personnel in any capacity, and the past success of similar projects that J & A Consulting personnel can bring to leverage on your behalf. Having worked with The State since 1999 in the same capacity I believe that J & A Consulting has learned lessons on what people work best for The State, how to better identify these people for The State, and most importantly, without any interference of an organization that is primarily focused on adding new clients. The State has always been one of Iowa's most consistent and appreciated clients and our organization's focus is to be one of the premier SP's for The State.

Another key issue J & A Consulting understands is the process that your projects follow. The budgeting, planning, approval, and monitoring are all unique to The State. When you know your client as we know The State of Iowa you can effectively ensure that the solution presented for each RFP fits your business model and need and not our team's opinion on methodology, implementation, and deployment. That is not to say that our personnel and solutions will not bring unique ideas to The State but we also know the culture of change is gradual and not immediate.

5. Describe your company's practices in adopting client policies and methods.

J & A Consulting and all our consultants engaged at The State of Iowa will adopt and follow all State policies and methods. Both management and contractors will sign all security and policy documentation required as well as follow all security policies. Our mission is to serve your needs within the successful framework you have established. Should we be invited to help modify policies and methods or believe that another method might be of interest we will pass on the information without delay and without expectation of adoption.

Furthermore, the SPCA will orient all new contractors to the State with any State procedures and policies before engagement provided to J&A Consulting, LLC. During this meeting the following will take place with each J&A Consulting, LLC contractor.

- *Review Contract details and commitments*

- *Review and explain all State of Iowa Policies and Procedures*
- *Security issues and documentation*
- *Reporting requirements*
- *Organizational hierarchy and department overview*
- *Project deliverables and expectations*

Once engaged our SPCA will schedule follow up calls and periodical meetings with the hiring manager to ensure that satisfaction is being met and that all expectations towards policies and procedures are being followed as designed. If for any reason there are infractions or improvements needed the SPCA will immediately schedule a review with the contractor in question and review the policies again for clarification and enact disciplinary measures if warranted.

For the following questions indicate in each area the extent of knowledge and training your company would be able to offer and whether your company would be able to provide performance with or without guidance, or could teach others.

6. List each type / brand of operating system/ communication system you are experienced with in each category below and make comments.
 - a) Mainframes: *Unisys-1100/2200, Unisys ClearPath, DEC, IBM-S370, IBM 390, IBM ES9000, Honeywell, Unisys A Series, IBM zSeries, IBM Z9. Additional comments: J & A Consulting has built, designed, developed, and modified applications in government and private sector clients on nearly any Mainframe/Midrange/Minicomputer processing environment. Not only will we provide Strategies/Consulting/Vision in the technological framework you seek but with a strong business understanding of your needs. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Midrange / Minicomputer: *IBM mSystem/3, /34, /36, /38, AS/400 (iSeries), HP 3000, DEC, DCP, VAX, Data General, Honeywell-Bull, Level 6/DPS 6/DPS 6000, SDS, Prime 50 Series, AS/400, RPG. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Midrange/Mini computer technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) Client / Server / Distributed Systems: *IBM RS6000, AIX, UNIX, Sun Solaris, Linux, all Windows, SQL Server past and current, Exchange Server, and more. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Client/Server/Distributed Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - d) Desktop: *All Windows, DOS, Linux, UNIX, OS/2, all browsers from IE to Netscape and others on all makes/models of desktop computing. J&A Consulting, LLC contractors have the business experience in the technologies you seek and*

can provide expertise, vision/strategy/consulting in these listed Desktop Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.

- e) LAN: *TCP/IP, Token Ring, Ethernet, Novell Netware, Microsoft related servers. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed LAN Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- f) Languages and DBMS: *IDMS, IMS, DB2, Oracle, SQL Server 2000 and previous versions, Access, dBASE, Informix, Sybase. ASP /ASP.Net, C#, HTML, DHTML , ADO.Net, SQL, PL/SQL, SQL+ Integration with .Net, Javascript, Perl, VB.Net, Crystal Reports for .Net, JAVA, WML, UML, with Versata and Oracle Developer 10g portal. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Languages and DBMS and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*

7. Describe your products / experience with Databases.

- a) Administration: *DB2, Oracle, SQL Server 2000, SQL Server 2005, IMS, Access, Informix, Sybase, IDMS. J&A Consulting, LLC contractors have served as support DBA's, lead DBA's, and can provide strategy/vision/consulting in any capacity the State needs. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- b) Application Development tools: *Java, C+, C++, C#, .Net technologies, Javascript, HTML, DHTML, ASP, PowerBuilder, Visual Basic, Visual Interdev, Oracle Forms, Oracle Reports, PL/SQL Websphere, Visual Age, DB2 Development Tools, IMS Development Tools, CICS, VSAM, Microsoft IIS, TOAD, and many, many more. J&A Consulting, LLC contractors can provide strategy/vision/consulting in any Application Development tool needed. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- c) End user tools: *Microsoft Outlook, PowerPoint, FrontPage, Access, Excel, Lotus Notes, Easytrieve, Crystal Reports, and more. J&A Consulting, LLC can provide these skills at advanced levels and more not listed for any need the State has in strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- d) Structure and methodologies: *Data Modeling, Erwin, Rational, PMI and PMP certified professionals, Primavera, Niku Workbench, Dataflow, Business Objects, and more not listed for any need the State has for strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- e) Other

8. What general software applications have you experience in? *All Oracle 11i applications in HR, Financials, CRM, OM, EPM, PeopleSoft HRMS/Financials/CRM/EPM, SAP Financials/HR/CRM/EPM, Lawson, J.D. Edwards, Websphere, .Net technologies and*

more not listed for any State need for strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.

9. Please describe any experience and deployed solutions in each of the following specific technologies below.
 - a) Help desk solutions / technologies: *J&A Consulting, LLC consultants have the experience and technology background The State seeks for Helpdesk solutions. Additionally, J&A Consulting, LLC can provide additional resources, teams, and leadership in this area in any technology the State seeks. Our consultants have provided support and development for Microsoft Office and Networking technologies, web applications used for CRM, EPM, and other enterprise related applications in such technologies as SAP, PeopleSoft, Baan, Oracle, and others. Our technical consultants and Project Managers have worked with Helpdesk support providing solutions for web based applications, remote and on-site customer service related applications, basic and advanced networking issues, email issues and other Intranet related issues. What the State needs is a consulting firm that can provide the best resources for the job at a price point that The State can afford and J&A Consulting, LLC understands how to match the two. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Data development: *J&A Consulting, LLC consultants have outstanding experience with developing, tuning, and formatting data on all forms of major DBMS utilized by The State and more. Our people, whether they are DBA's or technical consultants have a strong background in IDMS, Oracle, DB/2, VSAM, and Sequel Server. The State will issue RFP's for specific resources with a strong background in named technologies. As a resource provider to The State for the last seven years with another technology firm we fully understand the needs, the types of projects The State undertakes, and the types of people that work best in your framework. J&A Consulting, LLC contractors have worked for major, enterprise projects for State and Federal Governments, Fortune 500 firms, and other large privately held organizations. Most recently, Joel Johnson on behalf of Alliance Technologies recruited and placed David Caines on the Datacenter creation, migration, and security project for the Iowa Medicaid Enterprise. Joel Johnson also recruited and placed Susan Neo with Sharon Sperry as a Contract Project Manager responsible for the management of project facilitation and task/timeline recovery on the I/3 Financials implementation. Although J&A Consulting, LLC can not take credit for the placements, our abilities to provide those same caliber of resources have transferred and The State will benefit from having a firm like J&A Consulting, LLC because they are focused only on providing Project Management contractors to our clients. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) Data analysis: *Our technical consultants have a broad range of Data Analysis tools experience in the consulting market place. We can provide expertise in Data flow, Prototyping, Planning, Workflow, Migration, Table structure, Data Integrity, Security layers, and more. From WebFOCUS, Experian, MVS Systems Tools, OO Design and Analysis, CICS Tools, Websphere MQ Family or AD Tools, to QMF, DAE (Data Archive Expert) or other Test Database Generator for DB2 our people*

have accomplished success for our clients in their careers. If the State is having Backup, Recovery, or Integrity issues with its data feel confident that J&A Consulting, LLC can provide resources for your next project. J&A Consulting, LLC has assisted ING and ADP of Des Moines with analysis of their web, sales, and client data being utilized to process large benefit plans, compensation/payroll services, and sales-field agents brokerage sites utilizing home office data to populate policy generation for investments. J&A Consulting contractors can provide performance with or without guidance and could teach others.

- d) *Data modeling: Using UML, ETL, Informatica and tools such as Erwin, Rational Rose, Power Designer, and Oracle Designer our contractors have modeled databases and data tables for clients and organizations across the country. Joel Johnson of J&A Consulting, LLC has successfully placed consultants at The State for another firm and continues to have the ability to access these contractors and others with similar skills for projects related to The State's DHS, Medicaid Enterprise, and IDR. Most recently J&A Consulting, LLC contractors have designed and modeled data marts and databases for web based applications accessing mission critical data for clients utilizing their payroll, benefits processing, and other HR related delivered services at ADP Des Moines. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- e) *Facilitating and consulting: J&A Consulting, LLC contractors are experienced at Facilitating and Consulting for our clients and by nature of what they bring in their expertise they understand the importance of facilitating change, process and technical improvements while consulting on behalf of our client's best interests. All contractors will work within the management structure of The State and provide the level of facilitation as needed and directed by The State lead. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- f) *Photogrametry and remote sensing: J&A Consulting has not had the cause to work in these two fields for our clients but feel confident that if needed The State can count on J&A Consulting Recruiting to acquire and present qualified candidates for engagement. The State expectation should be that J&A Contractors would provide performance with or without guidance and could teach others.*
- g) *Data collection and clean up mapping: J&A Consulting Staff will employ their client's programming and technical tools provided to collect data and clean up mapping. We have extensive experience in COBOL, CICS, and other mainframe languages, tools, and technologies. Data Collection and Mapping are common tasks associated with larger deliverables on J&A Consulting engagements. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- h) *GIS / ESRI Software / Mapinfo: J&A Consulting can acquire and present qualified candidates in Geographical Information Systems, ESRI Software, and Map Information. We have consultants available who have either worked for the Federal Government, Transportation/Shipping industry, Energy, and Utility sectors who can provide The State with their expertise. J&A Consulting*

contractors can provide performance with or without guidance and could teach others.

- i) *Electronic Commerce / EDI: J&A Consulting contractors have developed solutions and applications using client specific or off the shelf systems with EDI for electronic commerce. Our consultants can bring their expertise to The State for developing e-procurement systems, purchasing/transactional processing, billing/invoicing management systems, along with workflow and security as mission critical imperatives during the design, development, and implementation of said systems. Our consultants have worked with EDI systems for many sectors including Financial, Government, Transportation, Utilities, and Retail. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- j) *Document management: Whether the State is looking for consultants with specific Document Management experience in products such as FileNet, Documentum, Formscape Covus or if The State needs knowledge and expertise in Document Management delivery via more comprehensive software such as ALS COM Suite J&A Consulting we have the available resources for engagement. J&A Consulting contractors have provided Document Management services for large clients including being a part of large consulting firms and client practices. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- k) *Telecommunications wide area network: TCP/IP, Windows NT, and others. If the State has a specific technology request for consulting with these backgrounds J&A Consulting will provide available consultants with the appropriate background and skill set to provide service. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- l) *Biometrics: J&A Consulting has not had the cause to provide our clients with this service but if The State were to need this skill our Recruiting Department will be able to screen and recruit effective, experienced personnel who can provide service with or without guidance and could teach others.*
- m) *Wireless networking: In today's technology culture Wireless Networking is providing flexibility and opportunity to broaden access to critical systems and applications. However, security is a prime concern that is often overlooked by the gains in flexibility and scalability. J&A Consulting has the technical ability to configure, design, and implement wireless networking capability for remote locations and large access points on State property while ensuring that the Wireless Network is safe, encrypted, and reliable. J&A Consulting can provide performance with or without guidance and could teach others.*
- n) *IT staffing: J&A Consulting is an IT Staffing business. We have successfully secured and placed IT professionals on projects at companies such as ING, ADP, and more. Additionally, our staff has been in the IT Staffing business for nearly ten years providing service and personnel to clients such as The State of Iowa, Pioneer, Principal Financial Group, Nationwide, The City of Des Moines, ConAgra, Nike and other public and private sector clients in all industries. Our network of personnel and available IT Staff provide us with a strong base in the thousands of contractors and personnel available for immediate placement.*

Furthermore, our model provides security and verification features for contractors new to J&A Consulting that ensures that we have provided the essential background, reference, and technical checks that The State needs.

- o) *Graphic / web design: J&A Consulting personnel have extensive experience in building highly complex and visually appealing/functional web applications for large and small organizations. Most recently, J&A Consulting contractors provided leadership and web design/development for ING's agent network for administering, marketing, and tracking insurance and investment policies. Our contractors have worked with technologies that include: Visual Basic, Flash, Interdev, HTML, DHTML, JavaScript, FrontPage, ASP, .Net technologies, EJB, IIS, and on Oracle, UNIX, and SQL Server platforms. J&A Consulting can provide performance with or without guidance and could teach others.*
- p) *Other: J&A Consulting has extensive experience with PeopleSoft, Oracle, SAP, JD Edwards and other ERP related software applications. From technical developers using proprietary development tools to Functional Business Analysts who understand how the technology can best serve the business demands of our clients to high level Project Managers/Program Managers we have the ability to serve our clients in all capacities.*

Part 4-4 CLIENT REFERENCES

For each service category you seek to qualify for, a client reference survey form must be submitted by three (3) references in the format per [Exhibit D](#). STATE agencies can be used as a reference, BUT NOT SUBSIDIARIES OF YOUR COMPANY. If you are attempting to qualify for more than one service category, a minimum of three reference surveys must be provided, with at least one reference survey in each service category (Substitute a statement that additional references are included in another response to a different service category). From time to time the STATE may request updated references in order for an SP to remain qualified, particularly if an agency rates an SP's performance as unsatisfactory, or if it has been two (2) years or more since the SP has worked for STATE and references on file are more than two years old.

Include a list in your response of whom you expect to submit a survey on your behalf:

J&A Consulting references expected to submit a survey for this category include:

Category 6: Implementation

1. James Wells – City of Des Moines, IA: 515-237-1380
2. Tim Patterson – ConAgra, Inc. Omaha, NE: 402-952-2296

Part 4-5 Cost Data Format

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

<p align="center">COST DATA SHEET for ITQ Number <u>BD80200S102</u> Revision <u>1</u></p> <p align="center">FOR SERVICE CATEGORY: <u>Implementation</u></p> <p align="center">COMPANY NAME: <u>J&A Consulting, LLC</u> Date <u>May 2, 2006</u></p>	
DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<p><u>Implementation Planning</u>: Analyzes business requirements, technical specifications and end-user community requirements to determine and build an implementation plan.</p>	<p>\$140</p>

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

Part 6 – Exhibits, Attachments, and Addendums:

Exhibit A

Exhibit B

Exhibit C

Exhibit D

Exhibit E

Exhibit F

ITQ EXHIBIT A

NON-COLLUSION AFFIDAVIT

I, the undersigned, am the person responsible for the preparation of and cost data contained in this response submitted to the STATE in response to this ITQ and certify that:

Cost data has been arrived at independently and without consultation with any other party.

No information regarding this response content has been disclosed to any other party that may be or may potentially be responding to the ITQ with a response.

No attempt has been made to induce or to refrain any other party in responding to this ITQ or to influence the content of their response.

This response and subsequent proposal(s) submitted by my firm to RFPs referring to this ITQ is made / will be made in good faith and not pursuant to any discussions / agreement with any other party.

My firm and its affiliates, subsidiaries, officers, directors and employees are not currently under investigation or been convicted for any act prohibited by federal law involving conspiracy or collusion with respect to bidding on public ITQ and related POs, except as follows:

I understand that any miss-statement in this affidavit is and shall be treated as fraudulent concealment from the STATE of the true facts relating to the response submission for this ITQ.

Name: Joel Johnson, Position : President

SIGNATURE: _____ Date : May 2, 2006

Representing COMPANY NAME: J&A Consulting, LLC

SWORN TO AND SUBSCRIBED BEFORE ME THIS DAY _____ OF 20 _____ .

NOTARY PUBLIC _____ My commission expires: _____

ITQ EXHIBIT B

LOBBYING CERTIFICATION FORM

FOR ITQ AND RELATED POSS, GRANTS, LOANS, AND COOPERATIVE AGREEMENTS

The undersigned certifies, to the best of her or his knowledge and belief, that

No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress in connection with the awarding of any federal contract or agreement, or the making of any federal grant, loan, or co-operative agreement.

If any funds other than federal appropriated funds have been paid to any person for influencing or attempting to influence the making of federal contracts or federal grants, loans, co-operative agreements, the undersigned will submit full disclosure of lobbying activities showing all details and supporting documents.

The undersigned will require any or all subcontractors to submit a separate lobbying certification and disclosure accordingly.

SIGNATURE: _____ TITLE: President

COMPANY NAME: J&A Consulting, LLC DATE: May 2, 2006

ITQ EXHIBIT C --- MANDATORY AGREEMENT QUESTIONNAIRE

This section consists of a series of questions that must be answered to the affirmative prior to proceeding with development of your response. It confirms your understanding of and agreement to our requirements for submitting a response. Negative responses will disqualify you. Please insert a copy of your answers inside each of your responses.

1. Do you agree that the contents of your proposal(s) will become part of any resulting ITQ and related POs and can not be held confidential? YES ☒ NO ☐
2. Do you agree to submit one original of your proposal, together with two (2) copies and a electronic soft copy on diskette? YES ☒ NO ☐
3. Will you include at least three (3) client references and agree you must attain acceptable scores from references for each service category you are attempting to qualify for? YES ☒ NO ☐
4. Do you agree that you must maintain an acceptable rating by each agency you do work for in order to remain pre-qualified for each service category? YES ☒ NO ☐
5. Do you agree to abide by agency specific requirements as outlined in section 1-25? YES ☒ NO ☐
6. Do you agree that your response will remain valid for at least 120 business days and duration of ITQ and related POs? YES ☒ NO ☐
7. Are you a TSB or do you currently have or have had a contracting role in three (3) projects for each of the categories you are attempting to qualify for? YES ☒ NO ☐
8. Do you agree that if the STATE finds any part of your response to be false, you will be placed on temporary suspension from doing business with the STATE? YES ☒ NO ☐
9. Do you accept the requirements stated in sections 1-19 and 1-21? YES ☒ NO ☐
10. Will you provide all documents of proof of insurance as required by this ITQ and any related POs? YES ☒ NO ☐
11. Are you aware that the STATE will conduct any and all background checks it deems necessary? YES ☒ NO ☐

SUBMIT COMPLETED COPY INSIDE YOUR RESPONSE.

COMPLETED BY Joel Johnson, President, J&A Consulting, LLC

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: City of Des Moines: James Wells

ITQ Service category: Category 6: Implementation

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: April 2004

End date: August 2004

Give brief description of Project Scope: Joel Johnson, now with J&A Consulting, LLC successfully provided a team of consultants for The City's PeopleSoft HRMS software upgrade. He was instrumental in recruiting, negotiating, and preparing a successful bid for The City's upgrade project. His team of consultants was responsible for Implementing the PeopleSoft Upgrade in collaboration with City of Des Moines personnel. The assigned staff was able to complete the upgrade process on-time while still allowing for additional scope and collaboration with City management and users of the enhanced system.

His placed consultants analyzed business requirements, technical specifications and end-user community requirements to determine and build multiple plans during the multiple phases of the upgrade.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: ConAgra, Inc.: Tim Patterson

ITQ Service category: Category 6: Implementation

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: March 2001

End date: Various 2002, 2003, 2004

Give brief description of Project Scope: Joel Johnson, now with J&A Consulting, LLC successfully provided a large amount of consultants for ConAgra's PeopleSoft HRMS software implementation. He was instrumental in recruiting, negotiating, and preparing a successful business relationship for ConAgra's Unity Project. His team of consultants in collaboration with ConAgra management and personnel successfully implemented PeopleSoft software in one of the nation's largest implementations at that time. They also worked with ConAgra personnel to analyze business requirements, technical specifications and end-user community requirements to determine and build an implementation plan for each Phase of Unity on their respective teams.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one
(to be completed by SP providing proposal)

SP Name: _____

Referring Client Name: _____

ITQ Service category: _____

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: _____ End date: _____

Give brief description of Project Scope:



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

<p align="center">COST DATA SHEET for ITQ Number <u>BD80200S102</u> Revision <u>1</u></p> <p align="center">FOR SERVICE CATEGORY: <u>Implementation</u></p> <p align="center">COMPANY NAME: <u>J&A Consulting, LLC</u> Date <u>May 2, 2006</u></p>	
DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<p><u>Implementation Planning</u>: Analyzes business requirements, technical specifications and end-user community requirements to determine and build an implementation plan.</p>	<p>\$140</p>

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

ITQ EXHIBIT F - REQUIRED SIGNATURE PAGE (submit two signed originals in your response)

I / we as undersigned agree to the terms and conditions of the aforementioned ITQ #BD80200S102 and if our response is accepted, to furnish any and all services upon which cost data has been submitted. Any material misstatement in our response shall be treated as fraudulent concealment from the STATE of the facts relating to this ITQ.

Name of Entity / Person Submitting Proposal: J&A Consulting, LLC/ Joel Johnson

Mailing address: 3775 E.P. True Parkway, Suite 203, West Des Moines, IA 50266

Phone: 515-221-2679 Fax: 515-223-2393 Email: jjohnson@jandaconsulting.com

☐ If Individual: SIGNATURE: _____ Date: _____
Social Security Number: _____

☐ If Partnership: _____ Names -type written: _____
Social Security Numbers: _____

SIGNATURES of PARTNERS: _____ Date: _____
_____ Date: _____

☐ If Corporation: Corp ID# 20-2956566 State: Iowa
SIGNATURE: _____ Date: May 2, 2006

Name and Title -type written: Joel Johnson – President, J & A Consulting, LLC

I / we consent to service of process by certified or register mail addressed to our designated legal agent as required by Part 2-13-i of the Terms and Conditions of the ITQ. I / we appoint

Joel Johnson at J&A Consulting, LLC as our agent to receive service of process.

WITNESS SIGNATURE: _____ Title: _____ Date: _____

The STATE of Iowa, acting through the undersigned officer(s), hereby accepts the foregoing response to the ITQ and pre-approves the SP named for agency requests for proposals using this agreement. This acceptance and the SP's response for the above referenced ITQ and related POs, including the terms and conditions of the ITQ constitute a binding contract between the STATE and the SP.

ITQ EXHIBIT F - REQUIRED SIGNATURE PAGE (submit two signed originals in your response)

I / we as undersigned agree to the terms and conditions of the aforementioned ITQ #BD80200S102 and if our response is accepted, to furnish any and all services upon which cost data has been submitted. Any material misstatement in our response shall be treated as fraudulent concealment from the STATE of the facts relating to this ITQ.

Name of Entity / Person Submitting Proposal: J&A Consulting, LLC/ Joel Johnson

Mailing address: 3775 E.P. True Parkway, Suite 203, West Des Moines, IA 50266

Phone: 515-221-2679 Fax: 515-223-2393 Email: jjohnson@jandaconsulting.com

☐ If Individual: SIGNATURE: _____ Date: _____

Social Security Number: _____

☐ If Partnership: _____ Names _____ -type _____ written: _____

Social _____ Security _____ Numbers: _____

SIGNATURES of PARTNERS: _____ Date: _____

_____ Date: _____

☐ If Corporation: Corp ID# 20-2956566 State: Iowa

SIGNATURE: _____ Date: May 2, 2006

Name and Title -type written: Joel Johnson – President, J & A Consulting, LLC

I / we consent to service of process by certified or register mail addressed to our designated legal agent as required by Part 2-13-i of the Terms and Conditions of the ITQ. I / we appoint

Joel Johnson at J&A Consulting, LLC as our agent to receive service of process.

WITNESS SIGNATURE: _____ Title: _____ Date: _____

The STATE of Iowa, acting through the undersigned officer(s), hereby accepts the foregoing response to the ITQ and pre-approves the SP named for agency requests for proposals using this agreement. This acceptance and the SP's response for the above referenced ITQ and related POs, including the terms and conditions of the ITQ constitute a binding contract between the STATE and the SP.



May 2, 2006

Ashley Super, Purchasing Agent III
Iowa Department of Administrative Services (DAS)
General Services Purchasing
Hoover State Office Building, Level A
Des Moines, IA 50319-0105

Re: Invitation to Qualify (ITQ) # BD80200S102, Version 1.0
Category 5. Testing

Dear Ms. Super,

We are pleased to submit this bid to qualify for the following **Category: Testing**. Our intention is to clearly demonstrate our abilities to recruit, retain, and place contractors while providing clear and competitive pricing. As a new vendor to The State of Iowa we want to ensure all Departments that we have the experience, relationships, and knowledge of State I.T. operations and fully understand how to successfully provide contractors and teams in this category.

Should you have any questions or need additional information or assistance regarding J&A Consulting, please contact:

Mr. Joel Johnson
J&A Consulting, LLC
3775 E.P. True Parkway, Suite 203
West Des Moines, IA 50265

Office/:515-221-2679
Mobile: 515-418-3922
Fax: 515-223-2393
jjohnson@jandaconsulting.com
www.jandaconsulting.com

Thank you,

Joel Johnson
State of Iowa SP Contract Administrator

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Part 4-4 Client References (sent to clients for return to DAS) List of Clients

1. Coe Erpelding – ADP Des Moines
2. James Wells – City of Des Moines
3. Richard Jacobs – State of Iowa, IDR

Part 4-5 Cost Data Sheet – See Exhibit E..... 13 & 21

Part 6 Exhibits A-F, Attachments and Addendums

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J&A Consulting, LLC response for Category 5: Testing

Evaluation committee members will independently rate your response to this questionnaire on a scale from one (1) to ten (10), and the average rating of five (5) defined as satisfactory will be used to determine acceptability.

This section provides a series of questions asking for narratives that outline your organization's structure relevant to this ITQ. Limit responses to four paragraphs to each question. You should use your company stationary to submit responses but include the questions. In addition to these questions, agencies in their RFPs may request resumes of personnel who may be assigned to specific STATE projects. Resumes are not required for the ITQ , but can be considered supplemental to illustrate your focus of expertise. Do not substitute resumes for answering all mandatory questionnaires. Also, since resumes frequently change, SPs must provide current applicable resumes in responses to agency proposal requests. Agencies will not refer to resumes submitted with the ITQ when selecting a SP for a project or staff augmentation assignment.

SUBMIT ANSWERS FOR EACH SERVICE CATEGORY YOU SEEK TO QUALIFY FOR.

1. How do you intend to provide the resources required by this ITQ?

J & A Consulting, LLC, will provide resources based upon our proven approach of over six years of successfully providing The State of Iowa resources while employed with another organization. We know the types of needs that the various departments The State will put forth to bid and have local, qualified, affordable professionals who are ready to serve in whatever capacity The State requires. We recognize that The State needs to be able to acquire affordable resources that will commit to the entire contract period and put the goal of The State first and foremost. That is why we secure the abilities of resources in advance who posses the skills you need and the desire to serve those needs for the long-term requirements of each Bureau, Department, and Agency. Furthermore, J&A Consulting, LLC has undertaken employment and contractual measures that ensure resource commitment for the duration of any contract, especially those that are renewable on an annual basis. We fully appreciate and understand that when one to two years are invested in a contracted resource it is costly, painful, and sometimes negatively emotional to have to replace a contracted resource who leaves for another opportunity or for reasons that could be avoided. We take the measures in our business model to solidify this commitment and ensure that service continuity is a premium provided by J&A Consulting, LLC contractors.

J&A Consulting, LLC has a strong network of available consultants for roles as Technical Leads, Project Managers, Business Analysts, and Developers who have extensive experience in test planning, testing, and quality assurance. They will all conform to the State of Iowa standards but will be ready to reveal other successes and ideas to The State of Iowa to further improve current methods.

At J & A our commitment to The State of Iowa will be of the utmost importance. We have enjoyed a successful working relationship with many areas of state government and our focus will be to continually communicate with key personnel at The State about initiatives and projects and then proactively secure or reserve qualified resources for presentation via the State's established RFP Guidelines. No SP today is stocked with a full bench of paid personnel ready to place on client engagements so The State needs to trust that their SP's are

proactively recruiting and presenting personnel that matches the technical, experience, and budget needs of each RFP. We have proven that possible in the past and will continue to do so in the future for The State having learned many lessons as another SP working for SOI projects.

Lastly, J & A Consulting, LLC will provide resources on a contract, contract to hire, or permanent basis. We are able to provide individuals for each opening with strong and diverse backgrounds as well as small or large teams to either help fill your existing State teams or entirely on either a T/M (time & materials) basis i.e. per/hour rate or on a fixed budget deliverable agreement. J & A will not dictate terms to The State but will follow your lead and assist and/or lead where The State so communicates.

2. Identify the SP contract administrator and describe the functions that person will perform.

The SP contract administrator (SPCA) will be Joel Johnson. He will be responsible for the following:

- When presenting candidates for engagement SPCA will ensure that the scope of work is understood and defined by all parties.*
- SPCA will provide qualified personnel to perform all work outlined on RFP as well as confirmation with Hiring Manager when necessary.*
- SPCA will be available for 24/7 for all State personnel. All calls will be returned within one hour and emails within one day. In the event SPCA is not available a J&A Consulting, LLC replacement will be available.*
- SPCA will adhere to all 'Not to Exceed' Pricing on all contract and project opportunities. SPCA will review pricing annually from acceptance and agree not to adjust pricing by more than any amount not mutually agreed upon by appropriate State personnel.*
- SPCA will provide consultant information to State of Iowa personnel by a J&A Consulting Presentation package insofar as it does not extend past the requested information as outlined by each RFP.*
- SPCA will proactively communicate and network with appropriate State of Iowa personnel so that projects and consultants are informed of progress, success, and areas of improvement.*
- SPCA will provide a minimum of one annual review for State of Iowa personnel regarding performance and progress.*
- SPCA will provide status reports and management reports for any State required or requested information on any consultant engagement or project.*
- SPCA will conduct thorough orientation of all consultants engaged by The State of Iowa. This will include information meetings regarding the State's expectations, standards, policies, and work environment. Furthermore, each consultant will be provided logistical support for driving directions, parking instructions, points of interest in the Des Moines and surrounding area, and lodging selection support if applicable.*
- SPCA will work with The State of Iowa on all Work Orders, Cancellations, and all SP matters in conjunction with all contract opportunities.*
- SPCA will retain records in accordance with the request in bid #BD80200S102 v.1.0 for a period of five years unless otherwise directed by The State differently.*

- ***SPCA Contact Information:***

Joel Johnson
J&A Consulting, LLC
3775 E.P. True Parkway, Suite 203
West Des Moines, IA 50265

515-221-2679 Office
515-418-3922 Mobile, available 24/7
515-223-2393 Fax
jjohnson@jandaconsulting.com

3. Describe how you plan on providing additional personnel if it becomes necessary to properly staff projects.

J & A Consulting will provide additional personnel by proactively communicating with State personnel and reserving the most qualified contractors in anticipation of those needs. This method is expensive as we realize that The State can not notify any SP about any requirement in advance but after being in this business for almost ten years we have learned to recognize project demands and anticipate client needs accurately. What the State needs is a vendor to bring proven and known resources and J & A Consulting, LLC only employs and subcontracts with contractors that are experienced and proven in their technical, behavioral, and professional attributes. Our recruiting process uncovers negative personality or communicative styles that would conflict with State project teams and their respective personalities. With each consultant there exist commitment signals that we can uniquely identify. If The State invests six months to a year in a contractor only to have them leave for another engagement there is a heavy cost associated at replacing that resource. As a trusted SP to The State our objective is to attract and retain the best talent for the positions you seek to fill and to proactively secure a commitment that is achieved through honest communication, excellent compensation and benefits, and an organizational culture that compels those we contract to The State to remain for the duration of the contract and renewal periods.

J&A Consulting is committed to growing our base of consultant personnel. Our strategy involves recruiting and communicating with hundreds of the region's best I.T. talent and keeping them informed of the great opportunities that exist with J&A and our clients. Additionally, we provide our Associates with a generous referral incentive that ensures that our clients have an ever growing team of professionals assisting in securing top talent.

Applicant screening at J&A includes the following:

- *Intense review of qualifications*
- *Phone and face to face interviews – technical and character-based*
- *Technical Testing*
- *Reference Check*
- *Background – Criminal, Drug/Alcohol, Credit*

If the consultant has worked for The State of Iowa previously we will provide a recommendation from the candidate's former State manager before presenting.

The SP Contract Administrator at J&A has been working with the State of Iowa in the capacity of providing consultants since 1999 and knows what works well and what does not. Those lessons have provided J&A the unique ability to effectively provide exceptional service delivery in aspects to The State of Iowa.

4. Describe your company's ability to uniquely address problems and issues related to the service category.

Every service category has unique issues. J & A Consulting feels the State needs SP's that understand your business environment, the challenges faced with each project, the team dynamic that is seeking personnel in any capacity, and the past success of similar projects that J & A Consulting personnel can bring to leverage on your behalf. Having worked with The State since 1999 in the same capacity I believe that J & A Consulting has learned lessons on what people work best for The State, how to better identify these people for The State, and most importantly, without any interference of an organization that is primarily focused on adding new clients. The State has always been one of Iowa's most consistent and appreciated clients and our organization's focus is to be one of the premier SP's for The State.

Another key issue J & A Consulting understands is the process that your projects follow. The budgeting, planning, approval, and monitoring are all unique to The State. When you know your client as we know The State of Iowa you can effectively ensure that the solution presented for each RFP fits your business model and need and not our team's opinion on methodology, implementation, and deployment. That is not to say that our personnel and solutions will not bring unique ideas to The State but we also know the culture of change is gradual and not immediate.

5. Describe your company's practices in adopting client policies and methods.

J & A Consulting and all our consultants engaged at The State of Iowa will adopt and follow all State policies and methods. Both management and contractors will sign all security and policy documentation required as well as follow all security policies. Our mission is to serve your needs within the successful framework you have established. Should we be invited to help modify policies and methods or believe that another method might be of interest we will pass on the information without delay and without expectation of adoption.

Furthermore, the SPCA will orient all new contractors to the State with any State procedures and policies before engagement provided to J&A Consulting, LLC. During this meeting the following will take place with each J&A Consulting, LLC contractor.

- *Review Contract details and commitments*
- *Review and explain all State of Iowa Policies and Procedures*
- *Security issues and documentation*

- ***Reporting requirements***
- ***Organizational hierarchy and department overview***
- ***Project deliverables and expectations***

Once engaged our SPCA will schedule follow up calls and periodical meetings with the hiring manager to ensure that satisfaction is being met and that all expectations towards policies and procedures are being followed as designed. If for any reason there are infractions or improvements needed the SPCA will immediately schedule a review with the contractor in question and review the policies again for clarification and enact disciplinary measures if warranted.

For the following questions indicate in each area the extent of knowledge and training your company would be able to offer and whether your company would be able to provide performance with or without guidance, or could teach others.

6. List each type / brand of operating system/ communication system you are experienced with in each category below and make comments.
 - a) Mainframes: ***Unisys-1100/2200, Unisys ClearPath, DEC, IBM-S370, IBM 390, IBM ES9000, Honeywell, Unisys A Series, IBM zSeries, IBM Z9. Additional comments: J & A Consulting has built, designed, developed, and modified applications in government and private sector clients on nearly any Mainframe/Midrange/Minicomputer processing environment. Not only will we provide Strategies/Consulting/Vision in the technological framework you seek but with a strong business understanding of your needs. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - b) Midrange / Minicomputer: ***IBM mSystem/3, /34, /36, /38, AS/400 (iSeries), HP 3000, DEC, DCP, VAX, Data General, Honeywell-Bull, Level 6/DPS 6/DPS 6000, SDS, Prime 50 Series, AS/400, RPG. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Midrange/Mini computer technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - c) Client / Server / Distributed Systems: ***IBM RS6000, AIX, UNIX, Sun Solaris, Linux, all Windows, SQL Server past and current, Exchange Server, and more. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Client/Server/Distributed Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - d) Desktop: ***All Windows, DOS, Linux, UNIX, OS/2, all browsers from IE to Netscape and others on all makes/models of desktop computing. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Desktop Systems technologies and more in any capacity the State requires. J&A Consulting***

contractors can provide performance with or without guidance and could teach others.

- e) LAN: *TCP/IP, Token Ring, Ethernet, Novell Netware, Microsoft related servers. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed LAN Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - f) Languages and DBMS: *IDMS, IMS, DB2, Oracle, SQL Server 2000 and previous versions, Access, dBASE, Informix, Sybase. ASP /ASP.Net, C#, HTML, DHTML , ADO.Net, SQL, PL/SQL, SQL+ Integration with .Net, Javascript, Perl, VB.Net, Crystal Reports for .Net, JAVA, WML, UML, with Versata and Oracle Developer 10g portal. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Languages and DBMS and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
7. Describe your products / experience with Databases.
- a) Administration: *DB2, Oracle, SQL Server 2000, SQL Server 2005, IMS, Access, Informix, Sybase, IDMS. J&A Consulting, LLC contractors have served as support DBA's, lead DBA's, and can provide strategy/vision/consulting in any capacity the State needs. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Application Development tools: *Java, C+, C++, C#, .Net technologies, Javascript, HTML, DHTML, ASP, PowerBuilder, Visual Basic, Visual Interdev, Oracle Forms, Oracle Reports, PL/SQL Websphere, Visual Age, DB2 Development Tools, IMS Development Tools, CICS, VSAM, Microsoft IIS, TOAD, and many, many more. J&A Consulting, LLC contractors can provide strategy/vision/consulting in any Application Development tool needed. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) End user tools: *Microsoft Outlook, PowerPoint, FrontPage, Access, Excel, Lotus Notes, Easytrieve, Crystal Reports, and more. J&A Consulting, LLC can provide these skills at advanced levels and more not listed for any need the State has in strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - d) Structure and methodologies: *Data Modeling, Erwin, Rational, PMI and PMP certified professionals, Primavera, Niku Workbench, Dataflow, Business Objects, and more not listed for any need the State has for strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - e) Other
8. What general software applications have you experience in? *All Oracle 11i applications in HR, Financials, CRM, OM, EPM, PeopleSoft HRMS/Financials/CRM/EPM, SAP Financials/HR/CRM/EPM, Lawson, J.D. Edwards, Websphere, .Net technologies and more not listed for any State need for strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*

9. Please describe any experience and deployed solutions in each of the following specific technologies below.
- a) Help desk solutions / technologies: *J&A Consulting, LLC consultants have the experience and technology background The State seeks for Helpdesk solutions. Additionally, J&A Consulting, LLC can provide additional resources, teams, and leadership in this area in any technology the State seeks. Our consultants have provided support and development for Microsoft Office and Networking technologies, web applications used for CRM, EPM, and other enterprise related applications in such technologies as SAP, PeopleSoft, Baan, Oracle, and others. Our technical consultants and Project Managers have worked with Helpdesk support providing solutions for web based applications, remote and on-site customer service related applications, basic and advanced networking issues, email issues and other Intranet related issues. What the State needs is a consulting firm that can provide the best resources for the job at a price point that The State can afford and J&A Consulting, LLC understands how to match the two. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Data development: *J&A Consulting, LLC consultants have outstanding experience with developing, tuning, and formatting data on all forms of major DBMS utilized by The State and more. Our people, whether they are DBA's or technical consultants have a strong background in IDMS, Oracle, DB/2, VSAM, and Sequel Server. The State will issue RFP's for specific resources with a strong background in named technologies. As a resource provider to The State for the last seven years with another technology firm we fully understand the needs, the types of projects The State undertakes, and the types of people that work best in your framework. J&A Consulting, LLC contractors have worked for major, enterprise projects for State and Federal Governments, Fortune 500 firms, and other large privately held organizations. Most recently, Joel Johnson on behalf of Alliance Technologies recruited and placed David Caines on the Datacenter creation, migration, and security project for the Iowa Medicaid Enterprise. Joel Johnson also recruited and placed Susan Neo with Sharon Sperry as a Contract Project Manager responsible for the management of project facilitation and task/timeline recovery on the I/3 Financials implementation. Although J&A Consulting, LLC can not take credit for the placements, our abilities to provide those same caliber of resources have transferred and The State will benefit from having a firm like J&A Consulting, LLC because they are focused only on providing Project Management contractors to our clients. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) Data analysis: *Our technical consultants have a broad range of Data Analysis tools experience in the consulting market place. We can provide expertise in Data flow, Prototyping, Planning, Workflow, Migration, Table structure, Data Integrity, Security layers, and more. From WebFOCUS, Experian, MVS Systems Tools, OO Design and Analysis, CICS Tools, Websphere MQ Family or AD Tools, to QMF, DAE (Data Archive Expert) or other Test Database Generator for DB2 our people have accomplished success for our clients in their careers. If the State is having Backup, Recovery, or Integrity issues with its data feel confident that J&A*

Consulting, LLC can provide resources for your next project. J&A Consulting, LLC has assisted ING and ADP of Des Moines with analysis of their web, sales, and client data being utilized to process large benefit plans, compensation/payroll services, and sales-field agents brokerage sites utilizing home office data to populate policy generation for investments. J&A Consulting contractors can provide performance with or without guidance and could teach others.

- d) *Data modeling: Using UML, ETL, Informatica and tools such as Erwin, Rational Rose, Power Designer, and Oracle Designer our contractors have modeled databases and data tables for clients and organizations across the country. Joel Johnson of J&A Consulting, LLC has successfully placed consultants at The State for another firm and continues to have the ability to access these contractors and others with similar skills for projects related to The State's DHS, Medicaid Enterprise, and IDR. Most recently J&A Consulting, LLC contractors have designed and modeled data marts and databases for web based applications accessing mission critical data for clients utilizing their payroll, benefits processing, and other HR related delivered services at ADP Des Moines. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- e) *Facilitating and consulting: J&A Consulting, LLC contractors are experienced at Facilitating and Consulting for our clients and by nature of what they bring in their expertise they understand the importance of facilitating change, process and technical improvements while consulting on behalf of our client's best interests. All contractors will work within the management structure of The State and provide the level of facilitation as needed and directed by The State lead. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- f) *Photogrametry and remote sensing: J&A Consulting has not had the cause to work in these two fields for our clients but feel confident that if needed The State can count on J&A Consulting Recruiting to acquire and present qualified candidates for engagement. The State expectation should be that J&A Contractors would provide performance with or without guidance and could teach others.*
- g) *Data collection and clean up mapping: J&A Consulting Staff will employ their client's programming and technical tools provided to collect data and clean up mapping. We have extensive experience in COBOL, CICS, and other mainframe languages, tools, and technologies. Data Collection and Mapping are common tasks associated with larger deliverables on J&A Consulting engagements. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- h) *GIS / ESRI Software / Mapinfo: J&A Consulting can acquire and present qualified candidates in Geographical Information Systems, ESRI Software, and Map Information. We have consultants available who have either worked for the Federal Government, Transportation/Shipping industry, Energy, and Utility sectors who can provide The State with their expertise. J&A Consulting contractors can provide performance with or without guidance and could teach others.*

- i) Electronic Commerce / EDI: *J&A Consulting contractors have developed solutions and applications using client specific or off the shelf systems with EDI for electronic commerce. Our consultants can bring their expertise to The State for developing e-procurement systems, purchasing/transactional processing, billing/invoicing management systems, along with workflow and security as mission critical imperatives during the design, development, and implementation of said systems. Our consultants have worked with EDI systems for many sectors including Financial, Government, Transportation, Utilities, and Retail. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- j) Document management: *Whether the State is looking for consultants with specific Document Management experience in products such as FileNet, Documentum, Formscape Covus or if The State needs knowledge and expertise in Document Management delivery via more comprehensive software such as ALS COM Suite J&A Consulting we have the available resources for engagement. J&A Consulting contractors have provided Document Management services for large clients including being a part of large consulting firms and client practices. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- k) Telecommunications wide area network: *TCP/IP, Windows NT, and others. If the State has a specific technology request for consulting with these backgrounds J&A Consulting will provide available consultants with the appropriate background and skill set to provide service. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- l) Biometrics: *J&A Consulting has not had the cause to provide our clients with this service but if The State were to need this skill our Recruiting Department will be able to screen and recruit effective, experienced personnel who can provide service with or without guidance and could teach others.*
- m) Wireless networking: *In today's technology culture Wireless Networking is providing flexibility and opportunity to broaden access to critical systems and applications. However, security is a prime concern that is often overlooked by the gains in flexibility and scalability. J&A Consulting has the technical ability to configure, design, and implement wireless networking capability for remote locations and large access points on State property while ensuring that the Wireless Network is safe, encrypted, and reliable. J&A Consulting can provide performance with or without guidance and could teach others.*
- n) IT staffing: *J&A Consulting is an IT Staffing business. We have successfully secured and placed IT professionals on projects at companies such as ING, ADP, and more. Additionally, our staff has been in the IT Staffing business for nearly ten years providing service and personnel to clients such as The State of Iowa, Pioneer, Principal Financial Group, Nationwide, The City of Des Moines, ConAgra, Nike and other public and private sector clients in all industries. Our network of personnel and available IT Staff provide us with a strong base in the thousands of contractors and personnel available for immediate placement. Furthermore, our model provides security and verification features for contractors*

new to J&A Consulting that ensures that we have provided the essential background, reference, and technical checks that The State needs.

- o) *Graphic / web design: J&A Consulting personnel have extensive experience in building highly complex and visually appealing/functional web applications for large and small organizations. Most recently, J&A Consulting contractors provided leadership and web design/development for ING's agent network for administering, marketing, and tracking insurance and investment policies. Our contractors have worked with technologies that include: Visual Basic, Flash, Interdev, HTML, DHTML, JavaScript, FrontPage, ASP, .Net technologies, EJB, IIS, and on Oracle, UNIX, and SQL Server platforms. J&A Consulting can provide performance with or without guidance and could teach others.*
- p) *Other: J&A Consulting has extensive experience with PeopleSoft, Oracle, SAP, JD Edwards and other ERP related software applications. From technical developers using proprietary development tools to Functional Business Analysts who understand how the technology can best serve the business demands of our clients to high level Project Managers/Program Managers we have the ability to serve our clients in all capacities.*

Part 4-4 CLIENT REFERENCES

For each service category you seek to qualify for, a client reference survey form must be submitted by three (3) references in the format per [Exhibit D](#). STATE agencies can be used as a reference, BUT NOT SUBSIDIARIES OF YOUR COMPANY. If you are attempting to qualify for more than one service category, a minimum of three reference surveys must be provided, with at least one reference survey in each service category (Substitute a statement that additional references are included in another response to a different service category). From time to time the STATE may request updated references in order for an SP to remain qualified, particularly if an agency rates an SP's performance as unsatisfactory, or if it has been two (2) years or more since the SP has worked for STATE and references on file are more than two years old.

Include a list in your response of whom you expect to submit a survey on your behalf:

J&A Consulting references expected to submit a survey for this category include:

Category 5: Testing

1. Coe Erpelding – ADP Des Moines, IA: 515-875-6476
2. James Wells – City of Des Moines, IA: 515-237-1380
3. Richard Jacobs – State of Iowa, Des Moines, IA: 515-281-3488

Part 6 – Exhibits, Attachments, and Addendums:

Exhibit A

Exhibit B

Exhibit C

Exhibit D

Exhibit E

Exhibit F

ITQ EXHIBIT A

NON-COLLUSION AFFIDAVIT

I, the undersigned, am the person responsible for the preparation of and cost data contained in this response submitted to the STATE in response to this ITQ and certify that:

Cost data has been arrived at independently and without consultation with any other party.

No information regarding this response content has been disclosed to any other party that may be or may potentially be responding to the ITQ with a response.

No attempt has been made to induce or to refrain any other party in responding to this ITQ or to influence the content of their response.

This response and subsequent proposal(s) submitted by my firm to RFPs referring to this ITQ is made / will be made in good faith and not pursuant to any discussions / agreement with any other party.

My firm and its affiliates, subsidiaries, officers, directors and employees are not currently under investigation or been convicted for any act prohibited by federal law involving conspiracy or collusion with respect to bidding on public ITQ and related POs, except as follows:

I understand that any miss-statement in this affidavit is and shall be treated as fraudulent concealment from the STATE of the true facts relating to the response submission for this ITQ.

Name: Joel Johnson, Position : President

SIGNATURE: _____ Date : May 2, 2006

Representing COMPANY NAME: J&A Consulting, LLC

SWORN TO AND SUBSCRIBED BEFORE ME THIS DAY _____ OF 20 _____ .

NOTARY PUBLIC _____ My commission expires: _____

ITQ EXHIBIT B

LOBBYING CERTIFICATION FORM

FOR ITQ AND RELATED POSS, GRANTS, LOANS, AND COOPERATIVE AGREEMENTS

The undersigned certifies, to the best of her or his knowledge and belief, that

No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress in connection with the awarding of any federal contract or agreement, or the making of any federal grant, loan, or co-operative agreement.

If any funds other than federal appropriated funds have been paid to any person for influencing or attempting to influence the making of federal contracts or federal grants, loans, co-operative agreements, the undersigned will submit full disclosure of lobbying activities showing all details and supporting documents.

The undersigned will require any or all subcontractors to submit a separate lobbying certification and disclosure accordingly.

SIGNATURE: _____ TITLE: President

COMPANY NAME: J&A Consulting, LLC DATE: May 2, 2006

ITQ EXHIBIT C --- MANDATORY AGREEMENT QUESTIONNAIRE

This section consists of a series of questions that must be answered to the affirmative prior to proceeding with development of your response. It confirms your understanding of and agreement to our requirements for submitting a response. Negative responses will disqualify you. Please insert a copy of your answers inside each of your responses.

1. Do you agree that the contents of your proposal(s) will become part of any resulting ITQ and related POs and can not be held confidential? YES ☒ NO ☐
2. Do you agree to submit one original of your proposal, together with two (2) copies and a electronic soft copy on diskette? YES ☒ NO ☐
3. Will you include at least three (3) client references and agree you must attain acceptable scores from references for each service category you are attempting to qualify for? YES ☒ NO ☐
4. Do you agree that you must maintain an acceptable rating by each agency you do work for in order to remain pre-qualified for each service category? YES ☒ NO ☐
5. Do you agree to abide by agency specific requirements as outlined in section 1-25? YES ☒ NO ☐
6. Do you agree that your response will remain valid for at least 120 business days and duration of ITQ and related POs? YES ☒ NO ☐
7. Are you a TSB or do you currently have or have had a contracting role in three (3) projects for each of the categories you are attempting to qualify for? YES ☒ NO ☐
8. Do you agree that if the STATE finds any part of your response to be false, you will be placed on temporary suspension from doing business with the STATE? YES ☒ NO ☐
9. Do you accept the requirements stated in sections 1-19 and 1-21? YES ☒ NO ☐
10. Will you provide all documents of proof of insurance as required by this ITQ and any related POs? YES ☒ NO ☐
11. Are you aware that the STATE will conduct any and all background checks it deems necessary? YES ☒ NO ☐

SUBMIT COMPLETED COPY INSIDE YOUR RESPONSE.

COMPLETED BY Joel Johnson, President, J&A Consulting, LLC

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: ADP – Des Moines: Coe Erpelding

ITQ Service category: Category 5: Testing

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: 2000 End date: Present

Give brief description of Project Scope: Joel Johnson of J&A Consulting, LLC has engaged professional consultants to ADP-Des Moines on technical and functional projects where Testing of developed code, scripts, and other testing for accuracy, performance, and integration acceptance.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: City of Des Moines: James Wells

ITQ Service category: Category 5: Testing

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: April 2004

End date: August 2004

Give brief description of Project Scope: Joel Johnson, now with J&A Consulting, LLC successfully provided a team of consultants for The City's PeopleSoft HRMS software upgrade. He was instrumental in recruiting, negotiating, and preparing a successful bid for The City's upgrade project. His team of consultants was responsible for Design/Planning of the upgrade task schedule, timeline, and functionality transfer for the HRMS applications to the newest supported version of the software. The assigned staff was able to complete the upgrade process on-time while still allowing for additional scope and collaboration with City management and users of the enhanced system.

The City of Des Moines' PeopleSoft HRMS application has been customized for their specific needs. During the upgrade, the Upgrade Team and Des Moines staff created Test Plans and utilized methods to ensure that the customizations would follow the upgrade into production as well as ensuring that new customizations would work as planned. The staff underwent extensive Unit Testing, System Testing, Integration Testing, and Development Testing before cutover.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: State of Iowa – Richard Jacobs

ITQ Service category: Category 5: Testing

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: March 2004

End date: October 2004

Give brief description of Project Scope: Joel Johnson of J&A Consulting, LLC was instrumental in the recruitment, negotiations, and placement of Richard Sturm to IDR for a Mainframe Development contract. However, during this contract where Richard's Senior Developer skillset was utilized, he was engaged in testing out the code he would write and examine for The State as well as perform general Quality Assurance on all tasks assigned by IDR personnel.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

<p>COST DATA SHEET for ITQ Number <u>BD80200S102</u> Revision <u> 1 </u></p> <p>FOR SERVICE CATEGORY: <u>Testing</u></p> <p>COMPANY NAME: <u>J&A Consulting, LLC</u> Date <u>May 2, 2006</u></p>	
<p>DESCRIPTION OF SERVICE</p>	<p>RATE PER HOUR NOT TO EXCEED</p>
<p><u>Test Planning</u> – Analyzes business requirements and technical specifications to determine and build a test plan.</p>	<p>\$90</p>
<p><u>Quality Assurance</u> - Builds and executes test scripts based on a test plan. Tracks and coordinates issue resolution.</p>	<p>\$80</p>

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

ITQ EXHIBIT F - REQUIRED SIGNATURE PAGE (submit two signed originals in your response)

I / we as undersigned agree to the terms and conditions of the aforementioned ITQ #BD80200S102 and if our response is accepted, to furnish any and all services upon which cost data has been submitted. Any material misstatement in our response shall be treated as fraudulent concealment from the STATE of the facts relating to this ITQ.

Name of Entity / Person Submitting Proposal: J&A Consulting, LLC/ Joel Johnson

Mailing address: 3775 E.P. True Parkway, Suite 203, West Des Moines, IA 50266

Phone: 515-221-2679 Fax: 515-223-2393 Email: jjohnson@jandaconsulting.com

☐ If Individual: SIGNATURE: _____ Date: _____

Social Security Number: _____

☐ If Partnership: _____ Names -type written: _____

Social Security Numbers: _____

SIGNATURES of PARTNERS: _____ Date: _____

_____ Date: _____

☐ If Corporation: Corp ID# 20-2956566 State: Iowa

SIGNATURE: _____ Date: May 2, 2006

Name and Title -type written: Joel Johnson – President, J & A Consulting, LLC

I / we consent to service of process by certified or register mail addressed to our designated legal agent as required by Part 2-13-i of the Terms and Conditions of the ITQ. I / we appoint

Joel Johnson at J&A Consulting, LLC as our agent to receive service of process.

WITNESS SIGNATURE: _____ Title: _____ Date: _____

The STATE of Iowa, acting through the undersigned officer(s), hereby accepts the foregoing response to the ITQ and pre-approves the SP named for agency requests for proposals using this agreement. This acceptance and the SP's response for the above referenced ITQ and related POs, including the terms and conditions of the ITQ constitute a binding contract between the STATE and the SP.

ITQ EXHIBIT F - REQUIRED SIGNATURE PAGE (submit two signed originals in your response)

I / we as undersigned agree to the terms and conditions of the aforementioned ITQ #BD80200S102 and if our response is accepted, to furnish any and all services upon which cost data has been submitted. Any material misstatement in our response shall be treated as fraudulent concealment from the STATE of the facts relating to this ITQ.

Name of Entity / Person Submitting Proposal: J&A Consulting, LLC/ Joel Johnson

Mailing address: 3775 E.P. True Parkway, Suite 203, West Des Moines, IA 50266

Phone: 515-221-2679 Fax: 515-223-2393 Email: jjohnson@jandaconsulting.com

☐ If Individual: SIGNATURE: _____ Date: _____

Social Security Number: _____

☐ If Partnership: _____ Names -type written: _____

Social Security Numbers: _____

SIGNATURES of PARTNERS: _____ Date: _____

_____ Date: _____

☐ If Corporation: Corp ID# 20-2956566 State: Iowa

SIGNATURE: _____ Date: May 2, 2006

Name and Title -type written: Joel Johnson – President, J & A Consulting, LLC

I / we consent to service of process by certified or register mail addressed to our designated legal agent as required by Part 2-13-i of the Terms and Conditions of the ITQ. I / we appoint

Joel Johnson at J&A Consulting, LLC as our agent to receive service of process.

WITNESS SIGNATURE: _____ Title: _____ Date: _____

The STATE of Iowa, acting through the undersigned officer(s), hereby accepts the foregoing response to the ITQ and pre-approves the SP named for agency requests for proposals using this agreement. This acceptance and the SP's response for the above referenced ITQ and related POs, including the terms and conditions of the ITQ constitute a binding contract between the STATE and the SP.



May 2, 2006

Ashley Super, Purchasing Agent III
Iowa Department of Administrative Services (DAS)
General Services Purchasing
Hoover State Office Building, Level A
Des Moines, IA 50319-0105

Re: Invitation to Qualify (ITQ) # BD80200S102, Version 1.0
Category 4. Development

Dear Ms. Super,

We are pleased to submit this bid to qualify for the following **Category: Development**. Our intention is to clearly demonstrate our abilities to recruit, retain, and place contractors while providing clear and competitive pricing. As a new vendor to The State of Iowa we want to ensure all Departments that we have the experience, relationships, and knowledge of State I.T. operations and fully understand how to successfully provide contractors and teams in this category.

Should you have any questions or need additional information or assistance regarding J&A Consulting, please contact:

Mr. Joel Johnson
J&A Consulting, LLC
3775 E.P. True Parkway, Suite 203
West Des Moines, IA 50265

Office/:515-221-2679
Mobile: 515-418-3922
Fax: 515-223-2393
jjohnson@jandaconsulting.com
www.jandaconsulting.com

Thank you,

Joel Johnson
State of Iowa SP Contract Administrator

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Part 4-4 Client References (sent to clients for return to DAS) List of Clients

1. State of Iowa – Sandy Paris
2. ADP – Coe Erpelding
3. State of Iowa – Joe Finnegan
4. State of Iowa – Norma Jean Vandenheuvel
5. State of Iowa – Tish Eakle

Part 4-5 Cost Data Sheet – See Exhibit E..... 13 & 21

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J&A Consulting, LLC response for **Category 4: Development**

Evaluation committee members will independently rate your response to this questionnaire on a scale from one (1) to ten (10), and the average rating of five (5) defined as satisfactory will be used to determine acceptability.

This section provides a series of questions asking for narratives that outline your organization's structure relevant to this ITQ. Limit responses to four paragraphs to each question. You should use your company stationary to submit responses but include the questions. In addition to these questions, agencies in their RFPs may request resumes of personnel who may be assigned to specific STATE projects. Resumes are not required for the ITQ , but can be considered supplemental to illustrate your focus of expertise. Do not substitute resumes for answering all mandatory questionnaires. Also, since resumes frequently change, SPs must provide current applicable resumes in responses to agency proposal requests. Agencies will not refer to resumes submitted with the ITQ when selecting a SP for a project or staff augmentation assignment.

SUBMIT ANSWERS FOR EACH SERVICE CATEGORY YOU SEEK TO QUALIFY FOR.

1. How do you intend to provide the resources required by this ITQ?

J & A Consulting, LLC, will provide resources based upon our proven approach of over six years of successfully providing The State of Iowa development resources while employed with another State approved vendor. From this experience we know the types of needs that the various departments The State will put forth to bid and have local, qualified, affordable professionals who are ready to serve in whatever capacity The State requires. We recognize that The State needs to be able to acquire affordable resources that will commit to the entire contract period and put the goal of The State first and foremost. That is why we secure the abilities of resources in advance who posses the skills you need and the desire to serve those needs for the long-term requirements of each Bureau, Department, and Agency. Furthermore, J&A Consulting, LLC has undertaken employment and contractual measures that ensure resource commitment for the duration of any contract, especially those that are renewable on an annual basis. We fully appreciate and understand that when one to two years are invested in a contracted resource it is costly, painful, and sometimes negatively emotional to have to replace a contracted resource who leaves for another opportunity or for reasons that could be avoided. We take the measures in our business model to solidify this commitment and ensure that service continuity is a premium provided by J&A Consulting, LLC contractors.

At J & A our commitment to The State of Iowa will be of the utmost importance. We have enjoyed a successful working relationship with many areas of state government and our focus will be to continually communicate with key personnel at The State about initiatives and projects and then proactively secure or reserve qualified resources for presentation via the State's established RFP Guidelines. No SP today is stocked with a full bench of paid personnel ready to place on client engagements so The State needs to trust that their SP's are proactively recruiting and presenting personnel that matches the technical, experience, and budget needs of each RFP. We have proven that possible in the past and will continue to do so in the future for The State having learned many lessons as another SP working for SOI projects.

Lastly, J & A Consulting, LLC will provide resources on a contract, contract to hire, or permanent basis. We are able to provide individuals for each opening with strong and diverse backgrounds as well as small or large teams to either help fill your existing State teams or entirely on either a T/M (time & materials) basis i.e. per/hour rate or on a fixed budget deliverable agreement. J & A will not dictate terms to The State but will follow your lead and assist and/or lead where The State so communicates.

2. Identify the SP contract administrator and describe the functions that person will perform.

The SP contract administrator (SPCA) will be Joel Johnson. He will be responsible for the following:

- *When presenting candidates for engagement SPCA will ensure that the scope of work is understood and defined by all parties.*
- *SPCA will provide qualified personnel to perform all work outlined on RFP as well as confirmation with Hiring Manager when necessary.*
- *SPCA will be available for 24/7 for all State personnel. All calls will be returned within one hour and emails within one day. In the event SPCA is not available a J&A Consulting, LLC replacement will be available.*
- *SPCA will adhere to all 'Not to Exceed' Pricing on all contract and project opportunities. SPCA will review pricing annually from acceptance and agree not to adjust pricing by more than any amount not mutually agreed upon by appropriate State personnel.*
- *SPCA will provide consultant information to State of Iowa personnel by a J&A Consulting Presentation package insofar as it does not extend past the requested information as outlined by each RFP.*
- *SPCA will proactively communicate and network with appropriate State of Iowa personnel so that projects and consultants are informed of progress, success, and areas of improvement.*
- *SPCA will provide a minimum of one annual review for State of Iowa personnel regarding performance and progress.*
- *SPCA will provide status reports and management reports for any State required or requested information on any consultant engagement or project.*
- *SPCA will conduct thorough orientation of all consultants engaged by The State of Iowa. This will include information meetings regarding the State's expectations, standards, policies, and work environment. Furthermore, each consultant will be provided logistical support for driving directions, parking instructions, points of interest in the Des Moines and surrounding area, and lodging selection support if applicable.*
- *SPCA will work with The State of Iowa on all Work Orders, Cancellations, and all SP matters in conjunction with all contract opportunities.*
- *SPCA will retain records in accordance with the request in bid #BD80200S102 v.1.0 for a period of five years unless otherwise directed by The State differently.*

- **SPCA Contact Information:**

Joel Johnson
J&A Consulting, LLC
3775 E.P. True Parkway, Suite 203
West Des Moines, IA 50265

515-221-2679 Office
515-418-3922 Mobile, available 24/7
515-223-2393 Fax
jjohnson@jandaconsulting.com

3. Describe how you plan on providing additional personnel if it becomes necessary to properly staff projects.

J & A Consulting will provide additional personnel by proactively communicating with State personnel and reserving the most qualified contractors in anticipation of those needs. This method is expensive as we realize that The State can not notify any SP about any requirement in advance but after being in this business for almost ten years we have learned to recognize project demands and anticipate client needs accurately. What the State needs is a vendor to bring proven and known resources and J & A Consulting, LLC only employs and subcontracts with contractors that are experienced and proven in their technical, behavioral, and professional attributes. Our recruiting process uncovers negative personality or communicative styles that would conflict with State project teams and their respective personalities. With each consultant there exist commitment signals that we can uniquely identify. If The State invests six months to a year in a contractor only to have them leave for another engagement there is a heavy cost associated at replacing that resource. As a trusted SP to The State our objective is to attract and retain the best talent for the positions you seek to fill and to proactively secure a commitment that is achieved through honest communication, excellent compensation and benefits, and an organizational culture that compels those we contract to The State to remain for the duration of the contract and renewal periods.

J&A Consulting is committed to growing our base of consultant personnel. Our strategy involves recruiting and communicating with hundreds of the region's best I.T. talent and keeping them informed of the great opportunities that exist with J&A and our clients. Additionally, we provide our Associates with a generous referral incentive that ensures that our clients have an ever growing team of professionals assisting in securing top talent.

Applicant screening at J&A includes the following:

- *Intense review of qualifications*
- *Phone and face to face interviews – technical and character-based*
- *Technical Testing*
- *Reference Check*
- *Background – Criminal, Drug/Alcohol, Credit*

If the consultant has worked for The State of Iowa previously we will provide a recommendation from the candidate's former State manager before presenting.

The SP Contract Administrator at J&A has been working with the State of Iowa in the capacity of providing consultants since 1999 and knows what works well and what does not. Those lessons have provided J&A the unique ability to effectively provide exceptional service delivery in aspects to The State of Iowa.

4. Describe your company's ability to uniquely address problems and issues related to the service category.

Every service category has unique issues. J & A Consulting feels the State needs SP's that understand your business environment, the challenges faced with each project, the team dynamic that is seeking personnel in any capacity, and the past success of similar projects that J & A Consulting personnel can bring to leverage on your behalf. Having worked with The State since 1999 in the same capacity I believe that J & A Consulting has learned lessons on what people work best for The State, how to better identify these people for The State, and most importantly, without any interference of an organization that is primarily focused on adding new clients. The State has always been one of Iowa's most consistent and appreciated clients and our organization's focus is to be one of the premier SP's for The State.

Another key issue J & A Consulting understands is the process that your projects follow. The budgeting, planning, approval, and monitoring are all unique to The State. When you know your client as we know The State of Iowa you can effectively ensure that the solution presented for each RFP fits your business model and need and not our team's opinion on methodology, implementation, and deployment. That is not to say that our personnel and solutions will not bring unique ideas to The State but we also know the culture of change is gradual and not immediate.

5. Describe your company's practices in adopting client policies and methods.

J & A Consulting and all our consultants engaged at The State of Iowa will adopt and follow all State policies and methods. Both management and contractors will sign all security and policy documentation required as well as follow all security policies. Our mission is to serve your needs within the successful framework you have established. Should we be invited to help modify policies and methods or believe that another method might be of interest we will pass on the information without delay and without expectation of adoption.

Furthermore, the SPCA will orient all new contractors to the State with any State procedures and policies before engagement provided to J&A Consulting, LLC. During this meeting the following will take place with each J&A Consulting, LLC contractor.

- *Review Contract details and commitments*
- *Review and explain all State of Iowa Policies and Procedures*
- *Security issues and documentation*

- **Reporting requirements**
- **Organizational hierarchy and department overview**
- **Project deliverables and expectations**

Once engaged our SPCA will schedule follow up calls and periodical meetings with the hiring manager to ensure that satisfaction is being met and that all expectations towards policies and procedures are being followed as designed. If for any reason there are infractions or improvements needed the SPCA will immediately schedule a review with the contractor in question and review the policies again for clarification and enact disciplinary measures if warranted.

For the following questions indicate in each area the extent of knowledge and training your company would be able to offer and whether your company would be able to provide performance with or without guidance, or could teach others.

6. List each type / brand of operating system/ communication system you are experienced with in each category below and make comments.
 - a) Mainframes: ***Unisys-1100/2200, Unisys ClearPath, DEC, IBM-S370, IBM 390, IBM ES9000, Honeywell, Unisys A Series, IBM zSeries, IBM Z9. Additional comments: J & A Consulting has built, designed, developed, and modified applications in government and private sector clients on nearly any Mainframe/Midrange/Minicomputer processing environment. Not only will we provide Strategies/Consulting/Vision in the technological framework you seek but with a strong business understanding of your needs. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - b) Midrange / Minicomputer: ***IBM mSystem/3, /34, /36, /38, AS/400 (iSeries), HP 3000, DEC, DCP, VAX, Data General, Honeywell-Bull, Level 6/DPS 6/DPS 6000, SDS, Prime 50 Series, AS/400, RPG. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Midrange/Mini computer technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - c) Client / Server / Distributed Systems: ***IBM RS6000, AIX, UNIX, Sun Solaris, Linux, all Windows, SQL Server past and current, Exchange Server, and more. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Client/Server/Distributed Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - d) Desktop: ***All Windows, DOS, Linux, UNIX, OS/2, all browsers from IE to Netscape and others on all makes/models of desktop computing. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Desktop Systems technologies and more in any capacity the State requires. J&A Consulting***

contractors can provide performance with or without guidance and could teach others.

- e) LAN: *TCP/IP, Token Ring, Ethernet, Novell Netware, Microsoft related servers. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed LAN Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - f) Languages and DBMS: *IDMS, IMS, DB2, Oracle, SQL Server 2000 and previous versions, Access, dBASE, Informix, Sybase. ASP /ASP.Net, C#, HTML, DHTML , ADO.Net, SQL, PL/SQL, SQL+ Integration with .Net, Javascript, Perl, VB.Net, Crystal Reports for .Net, JAVA, WML, UML, with Versata and Oracle Developer 10g portal. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Languages and DBMS and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
7. Describe your products / experience with Databases.
- a) Administration: *DB2, Oracle, SQL Server 2000, SQL Server 2005, IMS, Access, Informix, Sybase, IDMS. J&A Consulting, LLC contractors have served as support DBA's, lead DBA's, and can provide strategy/vision/consulting in any capacity the State needs. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Application Development tools: *Java, C+, C++, C#, .Net technologies, Javascript, HTML, DHTML, ASP, PowerBuilder, Visual Basic, Visual Interdev, Oracle Forms, Oracle Reports, PL/SQL Websphere, Visual Age, DB2 Development Tools, IMS Development Tools, CICS, VSAM, Microsoft IIS, TOAD, and many, many more. J&A Consulting, LLC contractors can provide strategy/vision/consulting in any Application Development tool needed. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) End user tools: *Microsoft Outlook, PowerPoint, FrontPage, Access, Excel, Lotus Notes, Easytrieve, Crystal Reports, and more. J&A Consulting, LLC can provide these skills at advanced levels and more not listed for any need the State has in strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - d) Structure and methodologies: *Data Modeling, Erwin, Rational, PMI and PMP certified professionals, Primavera, Niku Workbench, Dataflow, Business Objects, and more not listed for any need the State has for strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - e) Other
8. What general software applications have you experience in? *All Oracle 11i applications in HR, Financials, CRM, OM, EPM, PeopleSoft HRMS/Financials/CRM/EPM, SAP Financials/HR/CRM/EPM, Lawson, J.D. Edwards, Websphere, .Net technologies and more not listed for any State need for strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*

9. Please describe any experience and deployed solutions in each of the following specific technologies below.
- a) Help desk solutions / technologies: *J&A Consulting, LLC consultants have the experience and technology background The State seeks for Helpdesk solutions. Additionally, J&A Consulting, LLC can provide additional resources, teams, and leadership in this area in any technology the State seeks. Our consultants have provided support and development for Microsoft Office and Networking technologies, web applications used for CRM, EPM, and other enterprise related applications in such technologies as SAP, PeopleSoft, Baan, Oracle, and others. Our technical consultants and Project Managers have worked with Helpdesk support providing solutions for web based applications, remote and on-site customer service related applications, basic and advanced networking issues, email issues and other Intranet related issues. What the State needs is a consulting firm that can provide the best resources for the job at a price point that The State can afford and J&A Consulting, LLC understands how to match the two. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Data development: *J&A Consulting, LLC consultants have outstanding experience with developing, tuning, and formatting data on all forms of major DBMS utilized by The State and more. Our people, whether they are DBA's or technical consultants have a strong background in IDMS, Oracle, DB/2, VSAM, and Sequel Server. The State will issue RFP's for specific resources with a strong background in named technologies. As a resource provider to The State for the last seven years with another technology firm we fully understand the needs, the types of projects The State undertakes, and the types of people that work best in your framework. J&A Consulting, LLC contractors have worked for major, enterprise projects for State and Federal Governments, Fortune 500 firms, and other large privately held organizations. The skills successfully demonstrated for another firm by Joel Johnson of J&A Consulting was evidenced on mainframe and client server development projects at The State of Iowa in MMIS, CWIS, and other bureaus within DHS, IWD, and IDR. Although J&A Consulting, LLC can not take credit for the placements, our abilities to provide those same caliber of resources have transferred and The State will benefit from having a firm like J&A Consulting, LLC because they are focused only on providing Project Management contractors to our clients. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) Data analysis: *Our technical consultants have a broad range of Data Analysis tools experience in the consulting market place. We can provide expertise in Data flow, Prototyping, Planning, Workflow, Migration, Table structure, Data Integrity, Security layers, and more. From WebFOCUS, Experian, MVS Systems Tools, OO Design and Analysis, CICS Tools, Websphere MQ Family or AD Tools, to QMF, DAE (Data Archive Expert) or other Test Database Generator for DB2 our people have accomplished success for our clients in their careers. If the State is having Backup, Recovery, or Integrity issues with its data feel confident that J&A Consulting, LLC can provide resources for your next project. J&A Consulting, LLC has assisted ING and ADP of Des Moines with analysis of their web, sales,*

and client data being utilized to process large benefit plans, compensation/payroll services, and sales-field agents brokerage sites utilizing home office data to populate policy generation for investments. J&A Consulting contractors can provide performance with or without guidance and could teach others.

- d) *Data modeling: Using UML, ETL, Informatica and tools such as Erwin, Rational Rose, Power Designer, and Oracle Designer our contractors have modeled databases and data tables for clients and organizations across the country. Joel Johnson of J&A Consulting, LLC has successfully placed consultants at The State for another firm and continues to have the ability to access these contractors and others with similar skills for projects related to The State's DHS, Medicaid Enterprise, and IDR. Most recently J&A Consulting, LLC contractors have designed and modeled data marts and databases for web based applications accessing mission critical data for clients utilizing their payroll, benefits processing, and other HR related delivered services at ADP Des Moines. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- e) *Facilitating and consulting: J&A Consulting, LLC contractors are experienced at Facilitating and Consulting for our clients and by nature of what they bring in their expertise they understand the importance of facilitating change, process and technical improvements while consulting on behalf of our client's best interests. All contractors will work within the management structure of The State and provide the level of facilitation as needed and directed by The State lead. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- f) *Photogrametry and remote sensing: J&A Consulting has not had the cause to work in these two fields for our clients but feel confident that if needed The State can count on J&A Consulting Recruiting to acquire and present qualified candidates for engagement. The State expectation should be that J&A Contractors would provide performance with or without guidance and could teach others.*
- g) *Data collection and clean up mapping: J&A Consulting Staff will employ their client's programming and technical tools provided to collect data and clean up mapping. We have extensive experience in COBOL, CICS, and other mainframe languages, tools, and technologies. Data Collection and Mapping are common tasks associated with larger deliverables on J&A Consulting engagements. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- h) *GIS / ESRI Software / Mapinfo: J&A Consulting can acquire and present qualified candidates in Geographical Information Systems, ESRI Software, and Map Information. We have consultants available who have either worked for the Federal Government, Transportation/Shipping industry, Energy, and Utility sectors who can provide The State with their expertise. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- i) *Electronic Commerce / EDI: J&A Consulting contractors have developed solutions and applications using client specific or off the shelf systems with EDI for electronic commerce. Our consultants can bring their expertise to The State for*

developing e-procurement systems, purchasing/transactional processing, billing/invoicing management systems, along with workflow and security as mission critical imperatives during the design, development, and implementation of said systems. Our consultants have worked with EDI systems for many sectors including Financial, Government, Transportation, Utilities, and Retail. J&A Consulting contractors can provide performance with or without guidance and could teach others.

- j) Document management: *Whether the State is looking for consultants with specific Document Management experience in products such as FileNet, Documentum, Formscape Covus or if The State needs knowledge and expertise in Document Management delivery via more comprehensive software such as ALS COM Suite J&A Consulting we have the available resources for engagement. J&A Consulting contractors have provided Document Management services for large clients including being a part of large consulting firms and client practices. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- k) Telecommunications wide area network: *TCP/IP, Windows NT, and others. If the State has a specific technology request for consulting with these backgrounds J&A Consulting will provide available consultants with the appropriate background and skill set to provide service. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- l) Biometrics: *J&A Consulting has not had the cause to provide our clients with this service but if The State were to need this skill our Recruiting Department will be able to screen and recruit effective, experienced personnel who can provide service with or without guidance and could teach others.*
- m) Wireless networking: *In today's technology culture Wireless Networking is providing flexibility and opportunity to broaden access to critical systems and applications. However, security is a prime concern that is often overlooked by the gains in flexibility and scalability. J&A Consulting has the technical ability to configure, design, and implement wireless networking capability for remote locations and large access points on State property while ensuring that the Wireless Network is safe, encrypted, and reliable. J&A Consulting can provide performance with or without guidance and could teach others.*
- n) IT staffing: *J&A Consulting is an IT Staffing business. We have successfully secured and placed IT professionals on projects at companies such as ING, ADP, and more. Additionally, our staff has been in the IT Staffing business for nearly ten years providing service and personnel to clients such as The State of Iowa, Pioneer, Principal Financial Group, Nationwide, The City of Des Moines, ConAgra, Nike and other public and private sector clients in all industries. Our network of personnel and available IT Staff provide us with a strong base in the thousands of contractors and personnel available for immediate placement. Furthermore, our model provides security and verification features for contractors new to J&A Consulting that ensures that we have provided the essential background, reference, and technical checks that The State needs.*
- o) Graphic / web design: *J&A Consulting personnel have extensive experience in building highly complex and visually appealing/functional web applications for*

large and small organizations. Most recently, J&A Consulting contractors provided leadership and web design/development for ING's agent network for administering, marketing, and tracking insurance and investment policies. Our contractors have worked with technologies that include: Visual Basic, Flash, Interdev, HTML, DHTML, JavaScript, FrontPage, ASP, .Net technologies, EJB, IIS, and on Oracle, UNIX, and SQL Server platforms. J&A Consulting can provide performance with or without guidance and could teach others.

- p) *Other: J&A Consulting has extensive experience with PeopleSoft, Oracle, SAP, JD Edwards and other ERP related software applications. From technical developers using proprietary development tools to Functional Business Analysts who understand how the technology can best serve the business demands of our clients to high level Project Managers/Program Managers we have the ability to serve our clients in all capacities.*

Part 4-4 CLIENT REFERENCES

For each service category you seek to qualify for, a client reference survey form must be submitted by three (3) references in the format per [Exhibit D](#). STATE agencies can be used as a reference, BUT NOT SUBSIDIARIES OF YOUR COMPANY. If you are attempting to qualify for more than one service category, a minimum of three reference surveys must be provided, with at least one reference survey in each service category (Substitute a statement that additional references are included in another response to a different service category). From time to time the STATE may request updated references in order for an SP to remain qualified, particularly if an agency rates an SP's performance as unsatisfactory, or if it has been two (2) years or more since the SP has worked for STATE and references on file are more than two years old.

Include a list in your response of whom you expect to submit a survey on your behalf:

J&A Consulting references expected to submit a survey for this category include:

Category 2 Project Management

1. Sandy Paris – State of Iowa, Des Moines, IA: 515-242-5802
2. Coe Erpelding – ADP, West Des Moines, IA: 515-875-6476
3. Joe Finnegan – State of Iowa, Des Moines, IA: 515-281-5126
4. Norma Jean Vandenheuvel – State of Iowa, Des Moines, IA: 515-281-4733
5. Tish Eakle – State of Iowa, Des Moines, IA: 515-281-7059

Part 4-5 Cost Data Format

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

COST DATA SHEET for ITQ Number BD80200S102 Revision 1

FOR SERVICE CATEGORY: Development

COMPANY NAME: J&A Consulting, LLC Date April 17, 2006

DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<u>Developer</u> – Builds solution components based on technical specifications.	\$70
<u>Sr. Developer</u> – Builds solution components based on technical specifications. Extensive experience.	\$80
<u>Jr. Developer</u> – Builds solution components based on technical specifications. Limited experience.	\$50
<u>Engineer</u> – Builds infrastructure solutions based on technical specifications.	\$80
<u>Sr. Engineer</u> - Builds infrastructure solutions based on technical specifications. Extensive experience.	\$90
<u>Jr. Engineer</u> - infrastructure solutions based on technical specifications. Limited experience.	\$70
<u>Emerging/Niche Technology</u> – Builds solutions based on technical specifications using emerging or niche technologies.	\$70
<u>Sr. Emerging/Niche Technology</u> - Builds solutions based on technical specifications using emerging or niche technologies. Extensive experience.	\$85
<u>Jr. Emerging/Niche Technology</u> - Builds solutions based on technical specifications using emerging or niche technologies. Limited experience.	\$60

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

Part 6 – Exhibits, Attachments, and Addendums:

Exhibit A

Exhibit B

Exhibit C

Exhibit D

Exhibit E

Exhibit F

ITQ EXHIBIT A

NON-COLLUSION AFFIDAVIT

I, the undersigned, am the person responsible for the preparation of and cost data contained in this response submitted to the STATE in response to this ITQ and certify that:

Cost data has been arrived at independently and without consultation with any other party.

No information regarding this response content has been disclosed to any other party that may be or may potentially be responding to the ITQ with a response.

No attempt has been made to induce or to refrain any other party in responding to this ITQ or to influence the content of their response.

This response and subsequent proposal(s) submitted by my firm to RFPs referring to this ITQ is made / will be made in good faith and not pursuant to any discussions / agreement with any other party.

My firm and its affiliates, subsidiaries, officers, directors and employees are not currently under investigation or been convicted for any act prohibited by federal law involving conspiracy or collusion with respect to bidding on public ITQ and related POs, except as follows:

I understand that any miss-statement in this affidavit is and shall be treated as fraudulent concealment from the STATE of the true facts relating to the response submission for this ITQ.

Name: Joel Johnson, Position : President

SIGNITURE: _____ Date : April 18, 2006,

Representing COMPANY NAME: J&A Consulting, LLC

SWORN TO AND SUBSCRIBED BEFORE ME THIS DAY _____ OF 20 _____ .

NOTARY PUBLIC _____ My commission expires: _____

ITQ EXHIBIT B

LOBBYING CERTIFICATION FORM

FOR ITQ AND RELATED POSS, GRANTS, LOANS, AND COOPERATIVE AGREEMENTS

The undersigned certifies, to the best of her or his knowledge and belief, that

No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress in connection with the awarding of any federal contract or agreement, or the making of any federal grant, loan, or co-operative agreement.

If any funds other than federal appropriated funds have been paid to any person for influencing or attempting to influence the making of federal contracts or federal grants, loans, co-operative agreements, the undersigned will submit full disclosure of lobbying activities showing all details and supporting documents.

The undersigned will require any or all subcontractors to submit a separate lobbying certification and disclosure accordingly.

SIGNATURE: _____ TITLE: President

COMPANY NAME: J&A Consulting, LLC DATE: April 18, 2006

ITQ EXHIBIT C --- MANDATORY AGREEMENT QUESTIONNAIRE

This section consists of a series of questions that must be answered to the affirmative prior to proceeding with development of your response. It confirms your understanding of and agreement to our requirements for submitting a response. Negative responses will disqualify you. Please insert a copy of your answers inside each of your responses.

1. Do you agree that the contents of your proposal(s) will become part of any resulting ITQ and related POs and can not be held confidential? YES ☒ NO ☐
2. Do you agree to submit one original of your proposal, together with two (2) copies and a electronic soft copy on diskette? YES ☒ NO ☐
3. Will you include at least three (3) client references and agree you must attain acceptable scores from references for each service category you are attempting to qualify for? YES ☒ NO ☐
4. Do you agree that you must maintain an acceptable rating by each agency you do work for in order to remain pre-qualified for each service category? YES ☒ NO ☐
5. Do you agree to abide by agency specific requirements as outlined in section 1-25? YES ☒ NO ☐
6. Do you agree that your response will remain valid for at least 120 business days and duration of ITQ and related POs? YES ☒ NO ☐
7. Are you a TSB or do you currently have or have had a contracting role in three (3) projects for each of the categories you are attempting to qualify for? YES ☒ NO ☐
8. Do you agree that if the STATE finds any part of your response to be false, you will be placed on temporary suspension from doing business with the STATE? YES ☒ NO ☐
9. Do you accept the requirements stated in sections 1-19 and 1-21?
YES ☒ NO ☐
10. Will you provide all documents of proof of insurance as required by this ITQ and any related POs? YES ☒ NO ☐
11. Are you aware that the STATE will conduct any and all background checks it deems necessary? YES ☒ NO ☐

SUBMIT COMPLETED COPY INSIDE YOUR RESPONSE.

COMPLETED BY Joel Johnson, President, J&A Consulting, LLC

ITQ EXHIBIT D - REFERENCE SURVEY FORMS (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: State of Iowa – Sandy Paris

ITQ Service category: Category 4: Development

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two. **Joel Johnson, formerly of Alliance Technologies was responsible for recruiting and placing contractors with the DHS such as Craig Werner for development on various projects such as EBT (Electronic Benefits Transfer). As a prospective State SP I feel that J&A is qualified to provide the same successful service as done previously.**

Start date of project: 2003 End date: 2005

Give brief description of Project Scope: **The State recognized that many eligible lowans were not receiving Food Assistance and began issuing through an Electronic Benefit Transfer (EBT) card. The card reduced the negative stigma associated with Food Stamps and increased convenience for clients. The data processing, programming, development and data migration efforts were significant. Programming/development assistance was provided by a contractor placed by Joel Johnson who now operates J&A Consulting, LLC.**



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: ADP – Coe Erpelding

ITQ Service category: Category 4: Developing

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two. **Multi-client and UAL technical support, customization, and other ADP application technical development projects.**

Start date of project: Ongoing End date: _____

Give brief description of Project Scope: **J&A Consulting personnel are successfully placed with ADP to provide PeopleSoft and other systems development support as directed by ADP management and client requests.**



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: State of Iowa, CWIS Bureau Chief, Joe Finnegan

ITQ Service category: Category 4: Developing

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two. **Joe Finnegan and staff interviewed and hired contractors from Joel Johnson when he represented another SP to provide Staff Augmentation for mainframe development on CWIS systems.**

Start date of project: 2004 End date: 2005

Give brief description of Project Scope: **Contractors were assigned to various projects and tasks as directed by Joe Finnegan and other designated CWIS personnel. Contractors performed mainframe analysis, development, testing, and deployment.**



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: State of Iowa, Norma Jean Vandenheuvel

ITQ Service category: Category 4: Developing

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two. **MMIS Bureau Chief Max Yaro and staff interviewed and hired contractors from Joel Johnson when he represented another SP to provide mainframe programming/development and analysis as directed.**

Start date of project: 2000 End date: 2005

Give brief description of Project Scope: **Contractors were assigned to various projects and tasks as directed by Norma Jean Van Den Heuvel and other designated MMIS personnel. Contractors performed mainframe analysis, development, testing, and deployment.**



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: State of Iowa, Tish Eakle, Bureau Chief Child Support Systems

ITQ Service category: Category 4: Developing

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two. **Tish Eakle utilized contracting services from Joel Johnson when he represented another SP to provide Staff Augmentation for mainframe development on Child Support systems.**

Start date of project: 1999 End date: 2005

Give brief description of Project Scope: **Contractors were assigned to various projects and tasks as directed by Tish Eakle and other designated personnel. Contractors performed mainframe analysis, development, testing, and deployment.**



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

COST DATA SHEET for ITQ Number BD80200S102 Revision 1

FOR SERVICE CATEGORY: Development

COMPANY NAME: J&A Consulting, LLC Date April 17, 2006

DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<u>Developer</u> – Builds solution components based on technical specifications.	\$70
<u>Sr. Developer</u> – Builds solution components based on technical specifications. Extensive experience.	\$80
<u>Jr. Developer</u> – Builds solution components based on technical specifications. Limited experience.	\$50
<u>Engineer</u> – Builds infrastructure solutions based on technical specifications.	\$80
<u>Sr. Engineer</u> - Builds infrastructure solutions based on technical specifications. Extensive experience.	\$90
<u>Jr. Engineer</u> - infrastructure solutions based on technical specifications. Limited experience.	\$70
<u>Emerging/Niche Technology</u> – Builds solutions based on technical specifications using emerging or niche technologies.	\$70
<u>Sr. Emerging/Niche Technology</u> - Builds solutions based on technical specifications using emerging or niche technologies. Extensive experience.	\$85
<u>Jr. Emerging/Niche Technology</u> - Builds solutions based on technical specifications using emerging or niche technologies. Limited experience.	\$60

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

ITQ EXHIBIT F - REQUIRED SIGNATURE PAGE (submit two signed originals in your response)

I / we as undersigned agree to the terms and conditions of the aforementioned ITQ #BD80200S102 and if our response is accepted, to furnish any and all services upon which cost data has been submitted. Any material misstatement in our response shall be treated as fraudulent concealment from the STATE of the facts relating to this ITQ.

Name of Entity / Person Submitting Proposal: J&A Consulting, LLC/ Joel Johnson

Mailing address: 3775 E.P. True Parkway, Suite 203, West Des Moines, IA 50266

Phone: 515-221-2679 Fax: 515-223-2393 Email: jjohnson@jandaconsulting.com

☐ If Individual: SIGNATURE: _____ Date: _____

Social Security Number: _____

☐ If Partnership: _____ Names -type written: _____

Social Security Numbers: _____

SIGNATURES of PARTNERS: _____ Date: _____

_____ Date: _____

☐ If Corporation: Corp ID# 20-2956566 State: Iowa

SIGNATURE: _____ Date: 04/19/06

Name and Title -type written: Joel Johnson – President, J & A Consulting, LLC

I / we consent to service of process by certified or register mail addressed to our designated legal agent as required by Part 2-13-i of the Terms and Conditions of the ITQ. I / we appoint

Joel Johnson at J&A Consulting, LLC as our agent to receive service of process.

WITNESS SIGNATURE: _____ Title: _____ Date: _____

The STATE of Iowa, acting through the undersigned officer(s), hereby accepts the foregoing response to the ITQ and pre-approves the SP named for agency requests for proposals using this agreement. This acceptance and the SP's response for the above referenced ITQ and related POs, including the terms and conditions of the ITQ constitute a binding contract between the STATE and the SP.

ITQ EXHIBIT F - REQUIRED SIGNATURE PAGE (submit two signed originals in your response)

I / we as undersigned agree to the terms and conditions of the aforementioned ITQ #BD80200S102 and if our response is accepted, to furnish any and all services upon which cost data has been submitted. Any material misstatement in our response shall be treated as fraudulent concealment from the STATE of the facts relating to this ITQ.

Name of Entity / Person Submitting Proposal: J&A Consulting, LLC/ Joel Johnson

Mailing address: 3775 E.P. True Parkway, Suite 203, West Des Moines, IA 50266

Phone: 515-221-2679 Fax: 515-223-2393 Email: jjohnson@jandaconsulting.com

☐ If Individual: SIGNATURE: _____ Date: _____

Social Security Number: _____

☐ If Partnership: _____ Names -type written: _____

Social Security Numbers: _____

SIGNATURES of PARTNERS: _____ Date: _____

_____ Date: _____

☐ If Corporation: Corp ID# 20-2956566 State: Iowa

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WITNESS SIGNATURE: _____ Title: _____

Date: _____

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May 2, 2006

Ashley Super, Purchasing Agent III
Iowa Department of Administrative Services (DAS)
General Services Purchasing
Hoover State Office Building, Level A
Des Moines, IA 50319-0105

Re: Invitation to Qualify (ITQ) # BD80200S102, Version 1.0
Category 3. Design/Planning

Dear Ms. Super,

We are pleased to submit this bid to qualify for the following **Category: Design/Planning**. Our intention is to clearly demonstrate our abilities to recruit, retain, and place contractors while providing clear and competitive pricing. As a new vendor to The State of Iowa we want to ensure all Departments that we have the experience, relationships, and knowledge of State I.T. operations and fully understand how to successfully provide contractors and teams in this category.

Should you have any questions or need additional information or assistance regarding J&A Consulting, please contact:

Mr. Joel Johnson
J&A Consulting, LLC
3775 E.P. True Parkway, Suite 203
West Des Moines, IA 50265

Office/:515-221-2679
Mobile: 515-418-3922
Fax: 515-223-2393
jjohnson@jandaconsulting.com
www.jandaconsulting.com

Thank you,

Joel Johnson
State of Iowa SP Contract Administrator

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J&A Consulting, LLC response for Category 3: Design/Planning

Evaluation committee members will independently rate your response to this questionnaire on a scale from one (1) to ten (10), and the average rating of five (5) defined as satisfactory will be used to determine acceptability.

This section provides a series of questions asking for narratives that outline your organization's structure relevant to this ITQ. Limit responses to four paragraphs to each question. You should use your company stationary to submit responses but include the questions. In addition to these questions, agencies in their RFPs may request resumes of personnel who may be assigned to specific STATE projects. Resumes are not required for the ITQ , but can be considered supplemental to illustrate your focus of expertise. Do not substitute resumes for answering all mandatory questionnaires. Also, since resumes frequently change, SPs must provide current applicable resumes in responses to agency proposal requests. Agencies will not refer to resumes submitted with the ITQ when selecting a SP for a project or staff augmentation assignment.

SUBMIT ANSWERS FOR EACH SERVICE CATEGORY YOU SEEK TO QUALIFY FOR.

1. How do you intend to provide the resources required by this ITQ?

J & A Consulting, LLC, will provide resources based upon our proven approach of over six years of successfully providing The State of Iowa resources while employed with another organization. We know the types of needs that the various departments The State will put forth to bid and have local, qualified, affordable professionals who are ready to serve in whatever capacity The State requires. We recognize that The State needs to be able to acquire affordable resources that will commit to the entire contract period and put the goal of The State first and foremost. That is why we secure the abilities of resources in advance who posses the skills you need and the desire to serve those needs for the long-term requirements of each Bureau, Department, and Agency. Furthermore, J&A Consulting, LLC has undertaken employment and contractual measures that ensure resource commitment for the duration of any contract, especially those that are renewable on an annual basis. We fully appreciate and understand that when one to two years are invested in a contracted resource it is costly, painful, and sometimes negatively emotional to have to replace a contracted resource who leaves for another opportunity or for reasons that could be avoided. We take the measures in our business model to solidify this commitment and ensure that service continuity is a premium provided by J&A Consulting, LLC contractors.

At J & A our commitment to The State of Iowa will be of the utmost importance. We have enjoyed a successful working relationship with many areas of state government and our focus will be to continually communicate with key personnel at The State about initiatives and projects and then proactively secure or reserve qualified resources for presentation via the State's established RFP Guidelines. No SP today is stocked with a full bench of paid personnel ready to place on client engagements so The State needs to trust that their SP's are proactively recruiting and presenting personnel that matches the technical, experience, and budget needs of each RFP. We have proven that possible in the past and will continue to do so in the future for The State having learned many lessons as another SP working for SOI projects.

Lastly, J & A Consulting, LLC will provide resources on a contract, contract to hire, or permanent basis. We are able to provide individuals for each opening with strong and diverse backgrounds as well as small or large teams to either help fill your existing State teams or entirely on either a T/M (time & materials) basis i.e. per/hour rate or on a fixed budget deliverable agreement. J & A will not dictate terms to The State but will follow your lead and assist and/or lead where The State so communicates.

2. Identify the SP contract administrator and describe the functions that person will perform.

The SP contract administrator (SPCA) will be Joel Johnson. He will be responsible for the following:

- *When presenting candidates for engagement SPCA will ensure that the scope of work is understood and defined by all parties.*
- *SPCA will provide qualified personnel to perform all work outlined on RFP as well as confirmation with Hiring Manager when necessary.*
- *SPCA will be available for 24/7 for all State personnel. All calls will be returned within one hour and emails within one day. In the event SPCA is not available a J&A Consulting, LLC replacement will be available.*
- *SPCA will adhere to all 'Not to Exceed' Pricing on all contract and project opportunities. SPCA will review pricing annually from acceptance and agree not to adjust pricing by more than any amount not mutually agreed upon by appropriate State personnel.*
- *SPCA will provide consultant information to State of Iowa personnel by a J&A Consulting Presentation package insofar as it does not extend past the requested information as outlined by each RFP.*
- *SPCA will proactively communicate and network with appropriate State of Iowa personnel so that projects and consultants are informed of progress, success, and areas of improvement.*
- *SPCA will provide a minimum of one annual review for State of Iowa personnel regarding performance and progress.*
- *SPCA will provide status reports and management reports for any State required or requested information on any consultant engagement or project.*
- *SPCA will conduct thorough orientation of all consultants engaged by The State of Iowa. This will include information meetings regarding the State's expectations, standards, policies, and work environment. Furthermore, each consultant will be provided logistical support for driving directions, parking instructions, points of interest in the Des Moines and surrounding area, and lodging selection support if applicable.*
- *SPCA will work with The State of Iowa on all Work Orders, Cancellations, and all SP matters in conjunction with all contract opportunities.*
- *SPCA will retain records in accordance with the request in bid #BD80200S102 v.1.0 for a period of five years unless otherwise directed by The State differently.*

- ***SPCA Contact Information:***

Joel Johnson
J&A Consulting, LLC
3775 E.P. True Parkway, Suite 203
West Des Moines, IA 50265

515-221-2679 Office
515-418-3922 Mobile, available 24/7
515-223-2393 Fax
jjohnson@jandaconsulting.com

3. Describe how you plan on providing additional personnel if it becomes necessary to properly staff projects.

J & A Consulting will provide additional personnel by proactively communicating with State personnel and reserving the most qualified contractors in anticipation of those needs. This method is expensive as we realize that The State can not notify any SP about any requirement in advance but after being in this business for almost ten years we have learned to recognize project demands and anticipate client needs accurately. What the State needs is a vendor to bring proven and known resources and J & A Consulting, LLC only employs and subcontracts with contractors that are experienced and proven in their technical, behavioral, and professional attributes. Our recruiting process uncovers negative personality or communicative styles that would conflict with State project teams and their respective personalities. With each consultant there exist commitment signals that we can uniquely identify. If The State invests six months to a year in a contractor only to have them leave for another engagement there is a heavy cost associated at replacing that resource. As a trusted SP to The State our objective is to attract and retain the best talent for the positions you seek to fill and to proactively secure a commitment that is achieved through honest communication, excellent compensation and benefits, and an organizational culture that compels those we contract to The State to remain for the duration of the contract and renewal periods.

J&A Consulting is committed to growing our base of consultant personnel. Our strategy involves recruiting and communicating with hundreds of the region's best I.T. talent and keeping them informed of the great opportunities that exist with J&A and our clients. Additionally, we provide our Associates with a generous referral incentive that ensures that our clients have an ever growing team of professionals assisting in securing top talent.

Applicant screening at J&A includes the following:

- *Intense review of qualifications*
- *Phone and face to face interviews – technical and character-based*
- *Technical Testing*
- *Reference Check*
- *Background – Criminal, Drug/Alcohol, Credit*

If the consultant has worked for The State of Iowa previously we will provide a recommendation from the candidate's former State manager before presenting.

The SP Contract Administrator at J&A has been working with the State of Iowa in the capacity of providing consultants since 1999 and knows what works well and what does not. Those lessons have provided J&A the unique ability to effectively provide exceptional service delivery in aspects to The State of Iowa.

4. Describe your company's ability to uniquely address problems and issues related to the service category.

Every service category has unique issues. J & A Consulting feels the State needs SP's that understand your business environment, the challenges faced with each project, the team dynamic that is seeking personnel in any capacity, and the past success of similar projects that J & A Consulting personnel can bring to leverage on your behalf. Having worked with The State since 1999 in the same capacity I believe that J & A Consulting has learned lessons on what people work best for The State, how to better identify these people for The State, and most importantly, without any interference of an organization that is primarily focused on adding new clients. The State has always been one of Iowa's most consistent and appreciated clients and our organization's focus is to be one of the premier SP's for The State.

Another key issue J & A Consulting understands is the process that your projects follow. The budgeting, planning, approval, and monitoring are all unique to The State. When you know your client as we know The State of Iowa you can effectively ensure that the solution presented for each RFP fits your business model and need and not our team's opinion on methodology, implementation, and deployment. That is not to say that our personnel and solutions will not bring unique ideas to The State but we also know the culture of change is gradual and not immediate.

5. Describe your company's practices in adopting client policies and methods.

J & A Consulting and all our consultants engaged at The State of Iowa will adopt and follow all State policies and methods. Both management and contractors will sign all security and policy documentation required as well as follow all security policies. Our mission is to serve your needs within the successful framework you have established. Should we be invited to help modify policies and methods or believe that another method might be of interest we will pass on the information without delay and without expectation of adoption.

Furthermore, the SPCA will orient all new contractors to the State with any State procedures and policies before engagement provided to J&A Consulting, LLC. During this meeting the following will take place with each J&A Consulting, LLC contractor.

- *Review Contract details and commitments*
- *Review and explain all State of Iowa Policies and Procedures*
- *Security issues and documentation*

- **Reporting requirements**
- **Organizational hierarchy and department overview**
- **Project deliverables and expectations**

Once engaged our SPCA will schedule follow up calls and periodical meetings with the hiring manager to ensure that satisfaction is being met and that all expectations towards policies and procedures are being followed as designed. If for any reason there are infractions or improvements needed the SPCA will immediately schedule a review with the contractor in question and review the policies again for clarification and enact disciplinary measures if warranted.

For the following questions indicate in each area the extent of knowledge and training your company would be able to offer and whether your company would be able to provide performance with or without guidance, or could teach others.

6. List each type / brand of operating system/ communication system you are experienced with in each category below and make comments.
 - a) Mainframes: ***Unisys-1100/2200, Unisys ClearPath, DEC, IBM-S370, IBM 390, IBM ES9000, Honeywell, Unisys A Series, IBM zSeries, IBM Z9. Additional comments: J & A Consulting has built, designed, developed, and modified applications in government and private sector clients on nearly any Mainframe/Midrange/Minicomputer processing environment. Not only will we provide Strategies/Consulting/Vision in the technological framework you seek but with a strong business understanding of your needs. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - b) Midrange / Minicomputer: ***IBM mSystem/3, /34, /36, /38, AS/400 (iSeries), HP 3000, DEC, DCP, VAX, Data General, Honeywell-Bull, Level 6/DPS 6/DPS 6000, SDS, Prime 50 Series, AS/400, RPG. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Midrange/Mini computer technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - c) Client / Server / Distributed Systems: ***IBM RS6000, AIX, UNIX, Sun Solaris, Linux, all Windows, SQL Server past and current, Exchange Server, and more. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Client/Server/Distributed Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - d) Desktop: ***All Windows, DOS, Linux, UNIX, OS/2, all browsers from IE to Netscape and others on all makes/models of desktop computing. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Desktop Systems technologies and more in any capacity the State requires. J&A Consulting***

contractors can provide performance with or without guidance and could teach others.

- e) LAN: *TCP/IP, Token Ring, Ethernet, Novell Netware, Microsoft related servers. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed LAN Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - f) Languages and DBMS: *IDMS, IMS, DB2, Oracle, SQL Server 2000 and previous versions, Access, dBASE, Informix, Sybase. ASP /ASP.Net, C#, HTML, DHTML , ADO.Net, SQL, PL/SQL, SQL+ Integration with .Net, Javascript, Perl, VB.Net, Crystal Reports for .Net, JAVA, WML, UML, with Versata and Oracle Developer 10g portal. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Languages and DBMS and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
7. Describe your products / experience with Databases.
- a) Administration: *DB2, Oracle, SQL Server 2000, SQL Server 2005, IMS, Access, Informix, Sybase, IDMS. J&A Consulting, LLC contractors have served as support DBA's, lead DBA's, and can provide strategy/vision/consulting in any capacity the State needs. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Application Development tools: *Java, C+, C++, C#, .Net technologies, Javascript, HTML, DHTML, ASP, PowerBuilder, Visual Basic, Visual Interdev, Oracle Forms, Oracle Reports, PL/SQL Websphere, Visual Age, DB2 Development Tools, IMS Development Tools, CICS, VSAM, Microsoft IIS, TOAD, and many, many more. J&A Consulting, LLC contractors can provide strategy/vision/consulting in any Application Development tool needed. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) End user tools: *Microsoft Outlook, PowerPoint, FrontPage, Access, Excel, Lotus Notes, Easytrieve, Crystal Reports, and more. J&A Consulting, LLC can provide these skills at advanced levels and more not listed for any need the State has in strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - d) Structure and methodologies: *Data Modeling, Erwin, Rational, PMI and PMP certified professionals, Primavera, Niku Workbench, Dataflow, Business Objects, and more not listed for any need the State has for strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - e) Other
8. What general software applications have you experience in? *All Oracle 11i applications in HR, Financials, CRM, OM, EPM, PeopleSoft HRMS/Financials/CRM/EPM, SAP Financials/HR/CRM/EPM, Lawson, J.D. Edwards, Websphere, .Net technologies and more not listed for any State need for strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*

9. Please describe any experience and deployed solutions in each of the following specific technologies below.
- a) Help desk solutions / technologies: *J&A Consulting, LLC consultants have the experience and technology background The State seeks for Helpdesk solutions. Additionally, J&A Consulting, LLC can provide additional resources, teams, and leadership in this area in any technology the State seeks. Our consultants have provided support and development for Microsoft Office and Networking technologies, web applications used for CRM, EPM, and other enterprise related applications in such technologies as SAP, PeopleSoft, Baan, Oracle, and others. Our technical consultants and Project Managers have worked with Helpdesk support providing solutions for web based applications, remote and on-site customer service related applications, basic and advanced networking issues, email issues and other Intranet related issues. What the State needs is a consulting firm that can provide the best resources for the job at a price point that The State can afford and J&A Consulting, LLC understands how to match the two. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Data development: *J&A Consulting, LLC consultants have outstanding experience with developing, tuning, and formatting data on all forms of major DBMS utilized by The State and more. Our people, whether they are DBA's or technical consultants have a strong background in IDMS, Oracle, DB/2, VSAM, and Sequel Server. The State will issue RFP's for specific resources with a strong background in named technologies. As a resource provider to The State for the last seven years with another technology firm we fully understand the needs, the types of projects The State undertakes, and the types of people that work best in your framework. J&A Consulting, LLC contractors have worked for major, enterprise projects for State and Federal Governments, Fortune 500 firms, and other large privately held organizations. Most recently, Joel Johnson on behalf of Alliance Technologies recruited and placed David Caines on the Datacenter creation, migration, and security project for the Iowa Medicaid Enterprise. Joel Johnson also recruited and placed Susan Neo with Sharon Sperry as a Contract Project Manager responsible for the management of project facilitation and task/timeline recovery on the I/3 Financials implementation. Although J&A Consulting, LLC can not take credit for the placements, our abilities to provide those same caliber of resources have transferred and The State will benefit from having a firm like J&A Consulting, LLC because they are focused only on providing Project Management contractors to our clients. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) Data analysis: *Our technical consultants have a broad range of Data Analysis tools experience in the consulting market place. We can provide expertise in Data flow, Prototyping, Planning, Workflow, Migration, Table structure, Data Integrity, Security layers, and more. From WebFOCUS, Experian, MVS Systems Tools, OO Design and Analysis, CICS Tools, Websphere MQ Family or AD Tools, to QMF, DAE (Data Archive Expert) or other Test Database Generator for DB2 our people have accomplished success for our clients in their careers. If the State is having Backup, Recovery, or Integrity issues with its data feel confident that J&A*

Consulting, LLC can provide resources for your next project. J&A Consulting, LLC has assisted ING and ADP of Des Moines with analysis of their web, sales, and client data being utilized to process large benefit plans, compensation/payroll services, and sales-field agents brokerage sites utilizing home office data to populate policy generation for investments. J&A Consulting contractors can provide performance with or without guidance and could teach others.

- d) *Data modeling: Using UML, ETL, Informatica and tools such as Erwin, Rational Rose, Power Designer, and Oracle Designer our contractors have modeled databases and data tables for clients and organizations across the country. Joel Johnson of J&A Consulting, LLC has successfully placed consultants at The State for another firm and continues to have the ability to access these contractors and others with similar skills for projects related to The State's DHS, Medicaid Enterprise, and IDR. Most recently J&A Consulting, LLC contractors have designed and modeled data marts and databases for web based applications accessing mission critical data for clients utilizing their payroll, benefits processing, and other HR related delivered services at ADP Des Moines. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- e) *Facilitating and consulting: J&A Consulting, LLC contractors are experienced at Facilitating and Consulting for our clients and by nature of what they bring in their expertise they understand the importance of facilitating change, process and technical improvements while consulting on behalf of our client's best interests. All contractors will work within the management structure of The State and provide the level of facilitation as needed and directed by The State lead. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- f) *Photogrametry and remote sensing: J&A Consulting has not had the cause to work in these two fields for our clients but feel confident that if needed The State can count on J&A Consulting Recruiting to acquire and present qualified candidates for engagement. The State expectation should be that J&A Contractors would provide performance with or without guidance and could teach others.*
- g) *Data collection and clean up mapping: J&A Consulting Staff will employ their client's programming and technical tools provided to collect data and clean up mapping. We have extensive experience in COBOL, CICS, and other mainframe languages, tools, and technologies. Data Collection and Mapping are common tasks associated with larger deliverables on J&A Consulting engagements. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- h) *GIS / ESRI Software / Mapinfo: J&A Consulting can acquire and present qualified candidates in Geographical Information Systems, ESRI Software, and Map Information. We have consultants available who have either worked for the Federal Government, Transportation/Shipping industry, Energy, and Utility sectors who can provide The State with their expertise. J&A Consulting contractors can provide performance with or without guidance and could teach others.*

- i) Electronic Commerce / EDI: *J&A Consulting contractors have developed solutions and applications using client specific or off the shelf systems with EDI for electronic commerce. Our consultants can bring their expertise to The State for developing e-procurement systems, purchasing/transactional processing, billing/invoicing management systems, along with workflow and security as mission critical imperatives during the design, development, and implementation of said systems. Our consultants have worked with EDI systems for many sectors including Financial, Government, Transportation, Utilities, and Retail. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- j) Document management: *Whether the State is looking for consultants with specific Document Management experience in products such as FileNet, Documentum, Formscares Covus or if The State needs knowledge and expertise in Document Management delivery via more comprehensive software such as ALS COM Suite J&A Consulting we have the available resources for engagement. J&A Consulting contractors have provided Document Management services for large clients including being a part of large consulting firms and client practices. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- k) Telecommunications wide area network: *TCP/IP, Windows NT, and others. If the State has a specific technology request for consulting with these backgrounds J&A Consulting will provide available consultants with the appropriate background and skill set to provide service. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- l) Biometrics: *J&A Consulting has not had the cause to provide our clients with this service but if The State were to need this skill our Recruiting Department will be able to screen and recruit effective, experienced personnel who can provide service with or without guidance and could teach others.*
- m) Wireless networking: *In today's technology culture Wireless Networking is providing flexibility and opportunity to broaden access to critical systems and applications. However, security is a prime concern that is often overlooked by the gains in flexibility and scalability. J&A Consulting has the technical ability to configure, design, and implement wireless networking capability for remote locations and large access points on State property while ensuring that the Wireless Network is safe, encrypted, and reliable. J&A Consulting can provide performance with or without guidance and could teach others.*
- n) IT staffing: *J&A Consulting is an IT Staffing business. We have successfully secured and placed IT professionals on projects at companies such as ING, ADP, and more. Additionally, our staff has been in the IT Staffing business for nearly ten years providing service and personnel to clients such as The State of Iowa, Pioneer, Principal Financial Group, Nationwide, The City of Des Moines, ConAgra, Nike and other public and private sector clients in all industries. Our network of personnel and available IT Staff provide us with a strong base in the thousands of contractors and personnel available for immediate placement. Furthermore, our model provides security and verification features for contractors*

new to J&A Consulting that ensures that we have provided the essential background, reference, and technical checks that The State needs.

- o) *Graphic / web design: J&A Consulting personnel have extensive experience in building highly complex and visually appealing/functional web applications for large and small organizations. Most recently, J&A Consulting contractors provided leadership and web design/development for ING's agent network for administering, marketing, and tracking insurance and investment policies. Our contractors have worked with technologies that include: Visual Basic, Flash, Interdev, HTML, DHTML, JavaScript, FrontPage, ASP, .Net technologies, EJB, IIS, and on Oracle, UNIX, and SQL Server platforms. J&A Consulting can provide performance with or without guidance and could teach others.*
- p) *Other: J&A Consulting has extensive experience with PeopleSoft, Oracle, SAP, JD Edwards and other ERP related software applications. From technical developers using proprietary development tools to Functional Business Analysts who understand how the technology can best serve the business demands of our clients to high level Project Managers/Program Managers we have the ability to serve our clients in all capacities.*

Part 4-4 CLIENT REFERENCES

For each service category you seek to qualify for, a client reference survey form must be submitted by three (3) references in the format per [Exhibit D](#). STATE agencies can be used as a reference, BUT NOT SUBSIDIARIES OF YOUR COMPANY. If you are attempting to qualify for more than one service category, a minimum of three reference surveys must be provided, with at least one reference survey in each service category (Substitute a statement that additional references are included in another response to a different service category). From time to time the STATE may request updated references in order for an SP to remain qualified, particularly if an agency rates an SP's performance as unsatisfactory, or if it has been two (2) years or more since the SP has worked for STATE and references on file are more than two years old.

Include a list in your response of whom you expect to submit a survey on your behalf:

J&A Consulting references expected to submit a survey for this category include:

Category 3: Design/Planning

1. Russ Rozinek – State of Iowa, Des Moines, IA: 515-281-4836
2. James Wells – City of Des Moines, IA: 515-237-1380
3. Sharon Sperry – State of Iowa, Des Moines, IA: 515-281-4568

Part 4-5 Cost Data Format

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

<p align="center">COST DATA SHEET for ITQ Number <u>BD80200S102</u> Revision <u>1</u></p> <p align="center">FOR SERVICE CATEGORY: <u>Design/Planning</u></p> <p align="center">COMPANY NAME: <u>J&A Consulting, LLC</u> Date <u>April 17, 2006</u></p>	
DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<p><u>Architect/Technology Lead</u> – Responsible for the design and technical specification of a business solution or a specific aspect of a business solution on larger projects.</p>	<p>\$130</p>

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

Part 6 – Exhibits, Attachments, and Addendums:

Exhibit A

Exhibit B

Exhibit C

Exhibit D

Exhibit E

Exhibit F

ITQ EXHIBIT A

NON-COLLUSION AFFIDAVIT

I, the undersigned, am the person responsible for the preparation of and cost data contained in this response submitted to the STATE in response to this ITQ and certify that:

Cost data has been arrived at independently and without consultation with any other party.

No information regarding this response content has been disclosed to any other party that may be or may potentially be responding to the ITQ with a response.

No attempt has been made to induce or to refrain any other party in responding to this ITQ or to influence the content of their response.

This response and subsequent proposal(s) submitted by my firm to RFPs referring to this ITQ is made / will be made in good faith and not pursuant to any discussions / agreement with any other party.

My firm and its affiliates, subsidiaries, officers, directors and employees are not currently under investigation or been convicted for any act prohibited by federal law involving conspiracy or collusion with respect to bidding on public ITQ and related POs, except as follows:

I understand that any miss-statement in this affidavit is and shall be treated as fraudulent concealment from the STATE of the true facts relating to the response submission for this ITQ.

Name: Joel Johnson, Position : President

SIGNITURE: _____ Date : April 18, 2006,

Representing COMPANY NAME: J&A Consulting, LLC

SWORN TO AND SUBSCRIBED BEFORE ME THIS DAY _____ OF 20 _____ .

NOTARY PUBLIC _____ My commission expires: _____

ITQ EXHIBIT B

LOBBYING CERTIFICATION FORM

FOR ITQ AND RELATED POSS, GRANTS, LOANS, AND COOPERATIVE AGREEMENTS

The undersigned certifies, to the best of her or his knowledge and belief, that

No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress in connection with the awarding of any federal contract or agreement, or the making of any federal grant, loan, or co-operative agreement.

If any funds other than federal appropriated funds have been paid to any person for influencing or attempting to influence the making of federal contracts or federal grants, loans, co-operative agreements, the undersigned will submit full disclosure of lobbying activities showing all details and supporting documents.

The undersigned will require any or all subcontractors to submit a separate lobbying certification and disclosure accordingly.

SIGNATURE: _____ TITLE: President

COMPANY NAME: J&A Consulting, LLC DATE: April 18, 2006

ITQ EXHIBIT C --- MANDATORY AGREEMENT QUESTIONNAIRE

This section consists of a series of questions that must be answered to the affirmative prior to proceeding with development of your response. It confirms your understanding of and agreement to our requirements for submitting a response. Negative responses will disqualify you. Please insert a copy of your answers inside each of your responses.

1. Do you agree that the contents of your proposal(s) will become part of any resulting ITQ and related POs and can not be held confidential? YES ☒ NO ☐
2. Do you agree to submit one original of your proposal, together with two (2) copies and a electronic soft copy on diskette? YES ☒ NO ☐
3. Will you include at least three (3) client references and agree you must attain acceptable scores from references for each service category you are attempting to qualify for? YES ☒ NO ☐
4. Do you agree that you must maintain an acceptable rating by each agency you do work for in order to remain pre-qualified for each service category? YES ☒ NO ☐
5. Do you agree to abide by agency specific requirements as outlined in section 1-25? YES ☒ NO ☐
6. Do you agree that your response will remain valid for at least 120 business days and duration of ITQ and related POs? YES ☒ NO ☐
7. Are you a TSB or do you currently have or have had a contracting role in three (3) projects for each of the categories you are attempting to qualify for? YES ☒ NO ☐
8. Do you agree that if the STATE finds any part of your response to be false, you will be placed on temporary suspension from doing business with the STATE? YES ☒ NO ☐
9. Do you accept the requirements stated in sections 1-19 and 1-21? YES ☒ NO ☐
10. Will you provide all documents of proof of insurance as required by this ITQ and any related POs? YES ☒ NO ☐
11. Are you aware that the STATE will conduct any and all background checks it deems necessary? YES ☒ NO ☐

SUBMIT COMPLETED COPY INSIDE YOUR RESPONSE.

COMPLETED BY Joel Johnson, President, J&A Consulting, LLC

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: State of Iowa – Russ Rozinek

ITQ Service category: Category 3: Design/Planning

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: November 2004

End date: August 2005

Give brief description of Project Scope: Joel Johnson of J&A Consulting, LLC was instrumental in the recruitment, negotiations, and placement of David Caines on the Iowa Medicaid Enterprise Data Center project. His consultant was instrumental in the design and planning of how to best utilize data center and migration techniques to ensure that the large amounts of data formerly being stored and utilized by an outside vendor were effectively transferred securely to Iowa facilities. David Caine's knowledge of Data Centers enabled the State of Iowa to keep the Iowa Medicaid Enterprise Datacenter plans on-time and with strategic decision making he enabled The State to save thousands budget dollars.

David managed all aspects of hardware installation and data migration from outsourced data center. He assisted with Data Center design, processing in the new data center was exactly on schedule, on budget, and without problems. He also managed some aspects of staff integration and training.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: City of Des Moines: James Wells

ITQ Service category: Category 3: Design/Planning

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: April 2004

End date: August 2004

Give brief description of Project Scope: Joel Johnson, now with J&A Consulting, LLC successfully provided a team of consultants for The City's PeopleSoft HRMS software upgrade. He was instrumental in recruiting, negotiating, and preparing a successful bid for The City's upgrade project. His team of consultants was responsible for Design/Planning of the upgrade task schedule, timeline, and functionality transfer for the HRMS applications to the newest supported version of the software. The assigned staff was able to complete the upgrade process on-time while still allowing for additional scope and collaboration with City management and users of the enhanced system.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one
(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: State of Iowa – Sharon Sperry

ITQ Service category: Category 3: Design/Planning

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: November 2004

End date: November 2005

Give brief description of Project Scope: Joel Johnson of J&A Consulting, LLC was instrumental in the recruitment, negotiations, and placement of Susan Neo with Sharon Sperry. Susan was the Technical Project Manager for J2EE ERP upgrade implementation for the Department of Administration financial system managing \$8 Billion in State funds. She led the technical support team to automate batch processing on AIX and Windows to increase system availability and improve production performance. She installed and implemented change control system and procedures as well as implemented vendor software upgrade through production, worked with user management to develop system change processes. Susan coordinated approximately 15 resources from Application Server Administration, Unix Admins, DBA, Network and Computer Ops and Help Desk teams along with six direct reports. She provided technical leadership in infrastructure configuration, server implementations and consolidations for Adobe Print servers, Business Objects Data Warehouse and SDLC environments.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

<p align="center">COST DATA SHEET for ITQ Number <u>BD80200S102</u> Revision <u>1</u></p> <p align="center">FOR SERVICE CATEGORY: <u>Design/Planning</u></p> <p align="center">COMPANY NAME: <u>J&A Consulting, LLC</u> Date <u>April 17, 2006</u></p>	
DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<p><u>Architect/Technology Lead</u> – Responsible for the design and technical specification of a business solution or a specific aspect of a business solution on larger projects.</p>	<p>\$130</p>

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

ITQ EXHIBIT F - REQUIRED SIGNATURE PAGE (submit two signed originals in your response)

I / we as undersigned agree to the terms and conditions of the aforementioned ITQ #BD80200S102 and if our response is accepted, to furnish any and all services upon which cost data has been submitted. Any material misstatement in our response shall be treated as fraudulent concealment from the STATE of the facts relating to this ITQ.

Name of Entity / Person Submitting Proposal: J&A Consulting, LLC/ Joel Johnson

Mailing address: 3775 E.P. True Parkway, Suite 203, West Des Moines, IA 50266

Phone: 515-221-2679 Fax: 515-223-2393 Email: jjohnson@jandaconsulting.com

☐ If Individual: SIGNATURE: _____ Date: _____
Social Security Number: _____

☐ If Partnership: _____ Names -type written: _____
Social Security Numbers: _____

SIGNATURES of PARTNERS: _____ Date: _____
_____ Date: _____

☐ If Corporation: Corp ID# 20-2956566 State: Iowa
SIGNATURE: _____ Date: May 2, 2006

Name and Title -type written: Joel Johnson – President, J & A Consulting, LLC

I / we consent to service of process by certified or register mail addressed to our designated legal agent as required by Part 2-13-i of the Terms and Conditions of the ITQ. I / we appoint

Joel Johnson at J&A Consulting, LLC as our agent to receive service of process.

WITNESS SIGNATURE: _____ Title: _____ Date: _____

The STATE of Iowa, acting through the undersigned officer(s), hereby accepts the foregoing response to the ITQ and pre-approves the SP named for agency requests for proposals using this agreement. This acceptance and the SP's response for the above referenced ITQ and related POs, including the terms and conditions of the ITQ constitute a binding contract between the STATE and the SP.

ITQ EXHIBIT F - REQUIRED SIGNATURE PAGE (submit two signed originals in your response)

I / we as undersigned agree to the terms and conditions of the aforementioned ITQ #BD80200S102 and if our response is accepted, to furnish any and all services upon which cost data has been submitted. Any material misstatement in our response shall be treated as fraudulent concealment from the STATE of the facts relating to this ITQ.

Name of Entity / Person Submitting Proposal: J&A Consulting, LLC/ Joel Johnson

Mailing address: 3775 E.P. True Parkway, Suite 203, West Des Moines, IA 50266

Phone: 515-221-2679 Fax: 515-223-2393 Email: jjohnson@jandaconsulting.com

☐ If Individual: SIGNATURE: _____ Date: _____

Social Security Number: _____

☐ If Partnership: _____ Names _____ -type _____ written: _____

Social _____ Security _____ Numbers: _____

SIGNATURES of PARTNERS: _____ Date: _____

_____ Date: _____

☐ If Corporation: Corp ID# 20-2956566 State: Iowa

SIGNATURE: _____ Date: May 2, 2006

Name and Title -type written: Joel Johnson – President, J & A Consulting, LLC

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May 2, 2006

Ashley Super, Purchasing Agent III
Iowa Department of Administrative Services (DAS)
General Services Purchasing
Hoover State Office Building, Level A
Des Moines, IA 50319-0105

Re: Invitation to Qualify (ITQ) # BD80200S102, Version 1.0
Category 2. Project Management

Dear Ms. Super,

We are pleased to submit this bid to qualify for the following **Category: Project Management**. Our intention is to clearly demonstrate our abilities to recruit, retain, and place contractors while providing clear and competitive pricing. As a new vendor to The State of Iowa we want to ensure all Departments that we have the experience, relationships, and knowledge of State I.T. operations and fully understand how to successfully provide contractors and teams in this category.

Should you have any questions or need additional information or assistance regarding J&A Consulting, please contact:

Mr. Joel Johnson
J&A Consulting, LLC
3775 E.P. True Parkway, Suite 203
West Des Moines, IA 50265

Office/:515-221-2679
Mobile: 515-418-3922
Fax: 515-223-2393
jjohnson@jandaconsulting.com
www.jandaconsulting.com

Thank you,

Joel Johnson
State of Iowa SP Contract Administrator

Table of Contents

Part 4-3 Professional/Technical Personnel Questionnaire

Category 1: **Project Management**

1. How do you intend to provide the resources required by this ITQ?..... 3
2. Identify the SP Contact Administrator and their function..... 4
3. Describe how you plan on providing additional personnel..... 5
4. Describe your company's ability to uniquely address problems and issues related to the Service Category?..... 6
5. Describe you company's practices in adopting client policies/methods..... 6
6. List each type/brand of Operating System/Communication System You are experienced with in each Category below and comment..... 7
7. Describe your products/experiences with Databases..... 8
8. What general software applications have you experience in..... 8/9
9. Describe any experience and deployed solutions in each of the following specific technologies..... 9

Part 4-4 Client References (sent to clients for return to DAS) List of Clients

1. State of Iowa – Sharon Sperry
2. State of Iowa – Russ Rozinek

Part 4-5 Cost Data Sheet – See Exhibit E..... 13 & 21

Part 6 Exhibits A-F, Attachments and Addendums

- | | |
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J&A Consulting, LLC response for Category 2: Project Management

Evaluation committee members will independently rate your response to this questionnaire on a scale from one (1) to ten (10), and the average rating of five (5) defined as satisfactory will be used to determine acceptability.

This section provides a series of questions asking for narratives that outline your organization's structure relevant to this ITQ. Limit responses to four paragraphs to each question. You should use your company stationary to submit responses but include the questions. In addition to these questions, agencies in their RFPs may request resumes of personnel who may be assigned to specific STATE projects. Resumes are not required for the ITQ , but can be considered supplemental to illustrate your focus of expertise. Do not substitute resumes for answering all mandatory questionnaires. Also, since resumes frequently change, SPs must provide current applicable resumes in responses to agency proposal requests. Agencies will not refer to resumes submitted with the ITQ when selecting a SP for a project or staff augmentation assignment.

SUBMIT ANSWERS FOR EACH SERVICE CATEGORY YOU SEEK TO QUALIFY FOR.

1. How do you intend to provide the resources required by this ITQ?

J & A Consulting, LLC, will provide resources based upon our proven approach of over six years of successfully providing The State of Iowa resources while employed with another organization. We know the types of needs that the various departments The State will put forth to bid and have local, qualified, affordable professionals who are ready to serve in whatever capacity The State requires. We recognize that The State needs to be able to acquire affordable resources that will commit to the entire contract period and put the goal of The State first and foremost. That is why we secure the abilities of resources in advance who posses the skills you need and the desire to serve those needs for the long-term requirements of each Bureau, Department, and Agency. Furthermore, J&A Consulting, LLC has undertaken employment and contractual measures that ensure resource commitment for the duration of any contract, especially those that are renewable on an annual basis. We fully appreciate and understand that when one to two years are invested in a contracted resource it is costly, painful, and sometimes negatively emotional to have to replace a contracted resource who leaves for another opportunity or for reasons that could be avoided. We take the measures in our business model to solidify this commitment and ensure that service continuity is a premium provided by J&A Consulting, LLC contractors.

At J & A our commitment to The State of Iowa will be of the utmost importance. We have enjoyed a successful working relationship with many areas of state government and our focus will be to continually communicate with key personnel at The State about initiatives and projects and then proactively secure or reserve qualified resources for presentation via the State's established RFP Guidelines. No SP today is stocked with a full bench of paid personnel ready to place on client engagements so The State needs to trust that their SP's are proactively recruiting and presenting personnel that matches the technical, experience, and budget needs of each RFP. We have proven that possible in the past and will continue to do so in the future for The State having learned many lessons as another SP working for SOI projects.

Lastly, J & A Consulting, LLC will provide resources on a contract, contract to hire, or permanent basis. We are able to provide individuals for each opening with strong and diverse backgrounds as well as small or large teams to either help fill your existing State teams or entirely on either a T/M (time & materials) basis i.e. per/hour rate or on a fixed budget deliverable agreement. J & A will not dictate terms to The State but will follow your lead and assist and/or lead where The State so communicates.

2. Identify the SP contract administrator and describe the functions that person will perform.

The SP contract administrator (SPCA) will be Joel Johnson. He will be responsible for the following:

- *When presenting candidates for engagement SPCA will ensure that the scope of work is understood and defined by all parties.*
- *SPCA will provide qualified personnel to perform all work outlined on RFP as well as confirmation with Hiring Manager when necessary.*
- *SPCA will be available for 24/7 for all State personnel. All calls will be returned within one hour and emails within one day. In the event SPCA is not available a J&A Consulting, LLC replacement will be available.*
- *SPCA will adhere to all 'Not to Exceed' Pricing on all contract and project opportunities. SPCA will review pricing annually from acceptance and agree not to adjust pricing by more than any amount not mutually agreed upon by appropriate State personnel.*
- *SPCA will provide consultant information to State of Iowa personnel by a J&A Consulting Presentation package insofar as it does not extend past the requested information as outlined by each RFP.*
- *SPCA will proactively communicate and network with appropriate State of Iowa personnel so that projects and consultants are informed of progress, success, and areas of improvement.*
- *SPCA will provide a minimum of one annual review for State of Iowa personnel regarding performance and progress.*
- *SPCA will provide status reports and management reports for any State required or requested information on any consultant engagement or project.*
- *SPCA will conduct thorough orientation of all consultants engaged by The State of Iowa. This will include information meetings regarding the State's expectations, standards, policies, and work environment. Furthermore, each consultant will be provided logistical support for driving directions, parking instructions, points of interest in the Des Moines and surrounding area, and lodging selection support if applicable.*
- *SPCA will work with The State of Iowa on all Work Orders, Cancellations, and all SP matters in conjunction with all contract opportunities.*
- *SPCA will retain records in accordance with the request in bid #BD80200S102 v.1.0 for a period of five years unless otherwise directed by The State differently.*

- ***SPCA Contact Information:***

Joel Johnson
J&A Consulting, LLC
3775 E.P. True Parkway, Suite 203
West Des Moines, IA 50265

515-221-2679 Office
515-418-3922 Mobile, available 24/7
515-223-2393 Fax
jjohnson@jandaconsulting.com

3. Describe how you plan on providing additional personnel if it becomes necessary to properly staff projects.

J & A Consulting will provide additional personnel by proactively communicating with State personnel and reserving the most qualified contractors in anticipation of those needs. This method is expensive as we realize that The State can not notify any SP about any requirement in advance but after being in this business for almost ten years we have learned to recognize project demands and anticipate client needs accurately. What the State needs is a vendor to bring proven and known resources and J & A Consulting, LLC only employs and subcontracts with contractors that are experienced and proven in their technical, behavioral, and professional attributes. Our recruiting process uncovers negative personality or communicative styles that would conflict with State project teams and their respective personalities. With each consultant there exist commitment signals that we can uniquely identify. If The State invests six months to a year in a contractor only to have them leave for another engagement there is a heavy cost associated at replacing that resource. As a trusted SP to The State our objective is to attract and retain the best talent for the positions you seek to fill and to proactively secure a commitment that is achieved through honest communication, excellent compensation and benefits, and an organizational culture that compels those we contract to The State to remain for the duration of the contract and renewal periods.

J&A Consulting is committed to growing our base of consultant personnel. Our strategy involves recruiting and communicating with hundreds of the region's best I.T. talent and keeping them informed of the great opportunities that exist with J&A and our clients. Additionally, we provide our Associates with a generous referral incentive that ensures that our clients have an ever growing team of professionals assisting in securing top talent.

Applicant screening at J&A includes the following:

- *Intense review of qualifications*
- *Phone and face to face interviews – technical and character-based*
- *Technical Testing*
- *Reference Check*
- *Background – Criminal, Drug/Alcohol, Credit*

If the consultant has worked for The State of Iowa previously we will provide a recommendation from the candidate's former State manager before presenting.

The SP Contract Administrator at J&A has been working with the State of Iowa in the capacity of providing consultants since 1999 and knows what works well and what does not. Those lessons have provided J&A the unique ability to effectively provide exceptional service delivery in aspects to The State of Iowa.

4. Describe your company's ability to uniquely address problems and issues related to the service category.

Every service category has unique issues. J & A Consulting feels the State needs SP's that understand your business environment, the challenges faced with each project, the team dynamic that is seeking personnel in any capacity, and the past success of similar projects that J & A Consulting personnel can bring to leverage on your behalf. Having worked with The State since 1999 in the same capacity I believe that J & A Consulting has learned lessons on what people work best for The State, how to better identify these people for The State, and most importantly, without any interference of an organization that is primarily focused on adding new clients. The State has always been one of Iowa's most consistent and appreciated clients and our organization's focus is to be one of the premier SP's for The State.

Another key issue J & A Consulting understands is the process that your projects follow. The budgeting, planning, approval, and monitoring are all unique to The State. When you know your client as we know The State of Iowa you can effectively ensure that the solution presented for each RFP fits your business model and need and not our team's opinion on methodology, implementation, and deployment. That is not to say that our personnel and solutions will not bring unique ideas to The State but we also know the culture of change is gradual and not immediate.

5. Describe your company's practices in adopting client policies and methods.

J & A Consulting and all our consultants engaged at The State of Iowa will adopt and follow all State policies and methods. Both management and contractors will sign all security and policy documentation required as well as follow all security policies. Our mission is to serve your needs within the successful framework you have established. Should we be invited to help modify policies and methods or believe that another method might be of interest we will pass on the information without delay and without expectation of adoption.

Furthermore, the SPCA will orient all new contractors to the State with any State procedures and policies before engagement provided to J&A Consulting, LLC. During this meeting the following will take place with each J&A Consulting, LLC contractor.

- *Review Contract details and commitments*
- *Review and explain all State of Iowa Policies and Procedures*
- *Security issues and documentation*

- **Reporting requirements**
- **Organizational hierarchy and department overview**
- **Project deliverables and expectations**

Once engaged our SPCA will schedule follow up calls and periodical meetings with the hiring manager to ensure that satisfaction is being met and that all expectations towards policies and procedures are being followed as designed. If for any reason there are infractions or improvements needed the SPCA will immediately schedule a review with the contractor in question and review the policies again for clarification and enact disciplinary measures if warranted.

For the following questions indicate in each area the extent of knowledge and training your company would be able to offer and whether your company would be able to provide performance with or without guidance, or could teach others.

6. List each type / brand of operating system/ communication system you are experienced with in each category below and make comments.
 - a) Mainframes: ***Unisys-1100/2200, Unisys ClearPath, DEC, IBM-S370, IBM 390, IBM ES9000, Honeywell, Unisys A Series, IBM zSeries, IBM Z9. Additional comments: J & A Consulting has built, designed, developed, and modified applications in government and private sector clients on nearly any Mainframe/Midrange/Minicomputer processing environment. Not only will we provide Strategies/Consulting/Vision in the technological framework you seek but with a strong business understanding of your needs. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - b) Midrange / Minicomputer: ***IBM mSystem/3, /34, /36, /38, AS/400 (iSeries), HP 3000, DEC, DCP, VAX, Data General, Honeywell-Bull, Level 6/DPS 6/DPS 6000, SDS, Prime 50 Series, AS/400, RPG. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Midrange/Mini computer technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - c) Client / Server / Distributed Systems: ***IBM RS6000, AIX, UNIX, Sun Solaris, Linux, all Windows, SQL Server past and current, Exchange Server, and more. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Client/Server/Distributed Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - d) Desktop: ***All Windows, DOS, Linux, UNIX, OS/2, all browsers from IE to Netscape and others on all makes/models of desktop computing. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Desktop Systems technologies and more in any capacity the State requires. J&A Consulting***

contractors can provide performance with or without guidance and could teach others.

- e) LAN: *TCP/IP, Token Ring, Ethernet, Novell Netware, Microsoft related servers. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed LAN Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - f) Languages and DBMS: *IDMS, IMS, DB2, Oracle, SQL Server 2000 and previous versions, Access, dBASE, Informix, Sybase. ASP /ASP.Net, C#, HTML, DHTML , ADO.Net, SQL, PL/SQL, SQL+ Integration with .Net, Javascript, Perl, VB.Net, Crystal Reports for .Net, JAVA, WML, UML, with Versata and Oracle Developer 10g portal. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Languages and DBMS and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
7. Describe your products / experience with Databases.
- a) Administration: *DB2, Oracle, SQL Server 2000, SQL Server 2005, IMS, Access, Informix, Sybase, IDMS. J&A Consulting, LLC contractors have served as support DBA's, lead DBA's, and can provide strategy/vision/consulting in any capacity the State needs. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Application Development tools: *Java, C+, C++, C#, .Net technologies, Javascript, HTML, DHTML, ASP, PowerBuilder, Visual Basic, Visual Interdev, Oracle Forms, Oracle Reports, PL/SQL Websphere, Visual Age, DB2 Development Tools, IMS Development Tools, CICS, VSAM, Microsoft IIS, TOAD, and many, many more. J&A Consulting, LLC contractors can provide strategy/vision/consulting in any Application Development tool needed. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) End user tools: *Microsoft Outlook, PowerPoint, FrontPage, Access, Excel, Lotus Notes, Easytrieve, Crystal Reports, and more. J&A Consulting, LLC can provide these skills at advanced levels and more not listed for any need the State has in strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - d) Structure and methodologies: *Data Modeling, Erwin, Rational, PMI and PMP certified professionals, Primavera, Niku Workbench, Dataflow, Business Objects, and more not listed for any need the State has for strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - e) Other
8. What general software applications have you experience in? *All Oracle 11i applications in HR, Financials, CRM, OM, EPM, PeopleSoft HRMS/Financials/CRM/EPM, SAP Financials/HR/CRM/EPM, Lawson, J.D. Edwards, Websphere, .Net technologies and more not listed for any State need for strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*

9. Please describe any experience and deployed solutions in each of the following specific technologies below.
- a) Help desk solutions / technologies: *J&A Consulting, LLC consultants have the experience and technology background The State seeks for Helpdesk solutions. Additionally, J&A Consulting, LLC can provide additional resources, teams, and leadership in this area in any technology the State seeks. Our consultants have provided support and development for Microsoft Office and Networking technologies, web applications used for CRM, EPM, and other enterprise related applications in such technologies as SAP, PeopleSoft, Baan, Oracle, and others. Our technical consultants and Project Managers have worked with Helpdesk support providing solutions for web based applications, remote and on-site customer service related applications, basic and advanced networking issues, email issues and other Intranet related issues. What the State needs is a consulting firm that can provide the best resources for the job at a price point that The State can afford and J&A Consulting, LLC understands how to match the two. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Data development: *J&A Consulting, LLC consultants have outstanding experience with developing, tuning, and formatting data on all forms of major DBMS utilized by The State and more. Our people, whether they are DBA's or technical consultants have a strong background in IDMS, Oracle, DB/2, VSAM, and Sequel Server. The State will issue RFP's for specific resources with a strong background in named technologies. As a resource provider to The State for the last seven years with another technology firm we fully understand the needs, the types of projects The State undertakes, and the types of people that work best in your framework. J&A Consulting, LLC contractors have worked for major, enterprise projects for State and Federal Governments, Fortune 500 firms, and other large privately held organizations. Most recently, Joel Johnson on behalf of Alliance Technologies recruited and placed David Caines on the Datacenter creation, migration, and security project for the Iowa Medicaid Enterprise. Joel Johnson also recruited and placed Susan Neo with Sharon Sperry as a Contract Project Manager responsible for the management of project facilitation and task/timeline recovery on the I/3 Financials implementation. Although J&A Consulting, LLC can not take credit for the placements, our abilities to provide those same caliber of resources have transferred and The State will benefit from having a firm like J&A Consulting, LLC because they are focused only on providing Project Management contractors to our clients. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) Data analysis: *Our technical consultants have a broad range of Data Analysis tools experience in the consulting market place. We can provide expertise in Data flow, Prototyping, Planning, Workflow, Migration, Table structure, Data Integrity, Security layers, and more. From WebFOCUS, Experian, MVS Systems Tools, OO Design and Analysis, CICS Tools, Websphere MQ Family or AD Tools, to QMF, DAE (Data Archive Expert) or other Test Database Generator for DB2 our people have accomplished success for our clients in their careers. If the State is having Backup, Recovery, or Integrity issues with its data feel confident that J&A*

Consulting, LLC can provide resources for your next project. J&A Consulting, LLC has assisted ING and ADP of Des Moines with analysis of their web, sales, and client data being utilized to process large benefit plans, compensation/payroll services, and sales-field agents brokerage sites utilizing home office data to populate policy generation for investments. J&A Consulting contractors can provide performance with or without guidance and could teach others.

- d) *Data modeling: Using UML, ETL, Informatica and tools such as Erwin, Rational Rose, Power Designer, and Oracle Designer our contractors have modeled databases and data tables for clients and organizations across the country. Joel Johnson of J&A Consulting, LLC has successfully placed consultants at The State for another firm and continues to have the ability to access these contractors and others with similar skills for projects related to The State's DHS, Medicaid Enterprise, and IDR. Most recently J&A Consulting, LLC contractors have designed and modeled data marts and databases for web based applications accessing mission critical data for clients utilizing their payroll, benefits processing, and other HR related delivered services at ADP Des Moines. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- e) *Facilitating and consulting: J&A Consulting, LLC contractors are experienced at Facilitating and Consulting for our clients and by nature of what they bring in their expertise they understand the importance of facilitating change, process and technical improvements while consulting on behalf of our client's best interests. All contractors will work within the management structure of The State and provide the level of facilitation as needed and directed by The State lead. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- f) *Photogrametry and remote sensing: J&A Consulting has not had the cause to work in these two fields for our clients but feel confident that if needed The State can count on J&A Consulting Recruiting to acquire and present qualified candidates for engagement. The State expectation should be that J&A Contractors would provide performance with or without guidance and could teach others.*
- g) *Data collection and clean up mapping: J&A Consulting Staff will employ their client's programming and technical tools provided to collect data and clean up mapping. We have extensive experience in COBOL, CICS, and other mainframe languages, tools, and technologies. Data Collection and Mapping are common tasks associated with larger deliverables on J&A Consulting engagements. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- h) *GIS / ESRI Software / Mapinfo: J&A Consulting can acquire and present qualified candidates in Geographical Information Systems, ESRI Software, and Map Information. We have consultants available who have either worked for the Federal Government, Transportation/Shipping industry, Energy, and Utility sectors who can provide The State with their expertise. J&A Consulting contractors can provide performance with or without guidance and could teach others.*

- i) Electronic Commerce / EDI: *J&A Consulting contractors have developed solutions and applications using client specific or off the shelf systems with EDI for electronic commerce. Our consultants can bring their expertise to The State for developing e-procurement systems, purchasing/transactional processing, billing/invoicing management systems, along with workflow and security as mission critical imperatives during the design, development, and implementation of said systems. Our consultants have worked with EDI systems for many sectors including Financial, Government, Transportation, Utilities, and Retail. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- j) Document management: *Whether the State is looking for consultants with specific Document Management experience in products such as FileNet, Documentum, Formscape Covus or if The State needs knowledge and expertise in Document Management delivery via more comprehensive software such as ALS COM Suite J&A Consulting we have the available resources for engagement. J&A Consulting contractors have provided Document Management services for large clients including being a part of large consulting firms and client practices. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- k) Telecommunications wide area network: *TCP/IP, Windows NT, and others. If the State has a specific technology request for consulting with these backgrounds J&A Consulting will provide available consultants with the appropriate background and skill set to provide service. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- l) Biometrics: *J&A Consulting has not had the cause to provide our clients with this service but if The State were to need this skill our Recruiting Department will be able to screen and recruit effective, experienced personnel who can provide service with or without guidance and could teach others.*
- m) Wireless networking: *In today's technology culture Wireless Networking is providing flexibility and opportunity to broaden access to critical systems and applications. However, security is a prime concern that is often overlooked by the gains in flexibility and scalability. J&A Consulting has the technical ability to configure, design, and implement wireless networking capability for remote locations and large access points on State property while ensuring that the Wireless Network is safe, encrypted, and reliable. J&A Consulting can provide performance with or without guidance and could teach others.*
- n) IT staffing: *J&A Consulting is an IT Staffing business. We have successfully secured and placed IT professionals on projects at companies such as ING, ADP, and more. Additionally, our staff has been in the IT Staffing business for nearly ten years providing service and personnel to clients such as The State of Iowa, Pioneer, Principal Financial Group, Nationwide, The City of Des Moines, ConAgra, Nike and other public and private sector clients in all industries. Our network of personnel and available IT Staff provide us with a strong base in the thousands of contractors and personnel available for immediate placement. Furthermore, our model provides security and verification features for contractors*

new to J&A Consulting that ensures that we have provided the essential background, reference, and technical checks that The State needs.

- o) *Graphic / web design: J&A Consulting personnel have extensive experience in building highly complex and visually appealing/functional web applications for large and small organizations. Most recently, J&A Consulting contractors provided leadership and web design/development for ING's agent network for administering, marketing, and tracking insurance and investment policies. Our contractors have worked with technologies that include: Visual Basic, Flash, Interdev, HTML, DHTML, JavaScript, FrontPage, ASP, .Net technologies, EJB, IIS, and on Oracle, UNIX, and SQL Server platforms. J&A Consulting can provide performance with or without guidance and could teach others.*
- p) *Other: J&A Consulting has extensive experience with PeopleSoft, Oracle, SAP, JD Edwards and other ERP related software applications. From technical developers using proprietary development tools to Functional Business Analysts who understand how the technology can best serve the business demands of our clients to high level Project Managers/Program Managers we have the ability to serve our clients in all capacities.*

Part 4-4 CLIENT REFERENCES

For each service category you seek to qualify for, a client reference survey form must be submitted by three (3) references in the format per [Exhibit D](#). STATE agencies can be used as a reference, BUT NOT SUBSIDIARIES OF YOUR COMPANY. If you are attempting to qualify for more than one service category, a minimum of three reference surveys must be provided, with at least one reference survey in each service category (Substitute a statement that additional references are included in another response to a different service category). From time to time the STATE may request updated references in order for an SP to remain qualified, particularly if an agency rates an SP's performance as unsatisfactory, or if it has been two (2) years or more since the SP has worked for STATE and references on file are more than two years old.

Include a list in your response of whom you expect to submit a survey on your behalf:

J&A Consulting references expected to submit a survey for this category include:

Category 2 Project Management

1. Sharon Sperry – State of Iowa, Des Moines, IA: 515-281-4568
2. Russ Rozinek – State of Iowa, Des Moines, IA: 515-281-4836

Part 4-5 Cost Data Format

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

<p>COST DATA SHEET for ITQ Number <u>BD80200S102</u> Revision <u>1</u></p> <p>FOR SERVICE CATEGORY: <u>Project Management</u></p> <p>COMPANY NAME: <u>J&A Consulting, LLC</u> Date <u>April 17, 2006</u></p>	
DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<p><u>Program Manager</u> – Manages multiple projects at once both related and unrelated in nature and scope.</p>	\$150
<p><u>Project Manager</u> – Manages a specific project or aspect of a project on larger projects.</p>	\$115
<p><u>Project Administrator</u> – Assists with the administration of the project management activities.</p>	\$90
<p><u>Technical Writer</u> - A writer with skills in a specific technical arena and the ability to write technical information to be consumed by an end-user community.</p>	\$70

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

Part 6 – Exhibits, Attachments, and Addendums:

Exhibit A

Exhibit B

Exhibit C

Exhibit D

Exhibit E

Exhibit F

ITQ EXHIBIT A

NON-COLLUSION AFFIDAVIT

I, the undersigned, am the person responsible for the preparation of and cost data contained in this response submitted to the STATE in response to this ITQ and certify that:

Cost data has been arrived at independently and without consultation with any other party.

No information regarding this response content has been disclosed to any other party that may be or may potentially be responding to the ITQ with a response.

No attempt has been made to induce or to refrain any other party in responding to this ITQ or to influence the content of their response.

This response and subsequent proposal(s) submitted by my firm to RFPs referring to this ITQ is made / will be made in good faith and not pursuant to any discussions / agreement with any other party.

My firm and its affiliates, subsidiaries, officers, directors and employees are not currently under investigation or been convicted for any act prohibited by federal law involving conspiracy or collusion with respect to bidding on public ITQ and related POs, except as follows:

I understand that any miss-statement in this affidavit is and shall be treated as fraudulent concealment from the STATE of the true facts relating to the response submission for this ITQ.

Name: Joel Johnson, Position : President

SIGNATURE: _____ Date : April 18, 2006

Representing COMPANY NAME: J&A Consulting, LLC

SWORN TO AND SUBSCRIBED BEFORE ME THIS DAY _____ OF 20 _____.

NOTARY PUBLIC _____ My commission expires: _____

ITQ EXHIBIT B

LOBBYING CERTIFICATION FORM

FOR ITQ AND RELATED POSS, GRANTS, LOANS, AND COOPERATIVE AGREEMENTS

The undersigned certifies, to the best of her or his knowledge and belief, that

No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress in connection with the awarding of any federal contract or agreement, or the making of any federal grant, loan, or co-operative agreement.

If any funds other than federal appropriated funds have been paid to any person for influencing or attempting to influence the making of federal contracts or federal grants, loans, co-operative agreements, the undersigned will submit full disclosure of lobbying activities showing all details and supporting documents.

The undersigned will require any or all subcontractors to submit a separate lobbying certification and disclosure accordingly.

SIGNATURE: _____ TITLE: President

COMPANY NAME: J&A Consulting, LLC DATE: April 18, 2006

ITQ EXHIBIT C --- MANDATORY AGREEMENT QUESTIONNAIRE

This section consists of a series of questions that must be answered to the affirmative prior to proceeding with development of your response. It confirms your understanding of and agreement to our requirements for submitting a response. Negative responses will disqualify you. Please insert a copy of your answers inside each of your responses.

1. Do you agree that the contents of your proposal(s) will become part of any resulting ITQ and related POs and can not be held confidential? YES ☒ NO ☐
2. Do you agree to submit one original of your proposal, together with two (2) copies and a electronic soft copy on diskette? YES ☒ NO ☐
3. Will you include at least three (3) client references and agree you must attain acceptable scores from references for each service category you are attempting to qualify for? YES ☒ NO ☐
4. Do you agree that you must maintain an acceptable rating by each agency you do work for in order to remain pre-qualified for each service category? YES ☒ NO ☐
5. Do you agree to abide by agency specific requirements as outlined in section 1-25? YES ☒ NO ☐
6. Do you agree that your response will remain valid for at least 120 business days and duration of ITQ and related POs? YES ☒ NO ☐
7. Are you a TSB or do you currently have or have had a contracting role in three (3) projects for each of the categories you are attempting to qualify for? YES ☒ NO ☐
8. Do you agree that if the STATE finds any part of your response to be false, you will be placed on temporary suspension from doing business with the STATE? YES ☒ NO ☐
9. Do you accept the requirements stated in sections 1-19 and 1-21? YES ☒ NO ☐
10. Will you provide all documents of proof of insurance as required by this ITQ and any related POs? YES ☒ NO ☐
11. Are you aware that the STATE will conduct any and all background checks it deems necessary? YES ☒ NO ☐

SUBMIT COMPLETED COPY INSIDE YOUR RESPONSE.

COMPLETED BY Joel Johnson, President, J&A Consulting, LLC

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: State of Iowa – Sharon Sperry

ITQ Service category: Project Management

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: November 2004

End date: November 2005

Give brief description of Project Scope: Joel Johnson of J&A Consulting, LLC was instrumental in the recruitment, negotiations, and placement of Susan Neo with Sharon Sperry. Susan was the Technical Project Manager for J2EE ERP upgrade implementation for the Department of Administration financial system managing \$8 Billion in State funds. She led the technical support team to automate batch processing on AIX and Windows to increase system availability and improve production performance. She installed and implemented change control system and procedures as well as implemented vendor software upgrade through production, worked with user management to develop system change processes. Susan coordinated approximately 15 resources from Application Server Administration, Unix Admins, DBA, Network and Computer Ops and Help Desk teams along with six direct reports. She provided technical leadership in infrastructure configuration, server implementations and consolidations for Adobe Print servers, Business Objects Data Warehouse and SDLC environments.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: State of Iowa – Russ Rozinek

ITQ Service category: Project Management

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: November 2004

End date: August 2005

Give brief description of Project Scope: Joel Johnson of J&A Consulting, LLC was instrumental in the recruitment, negotiations, and placement of David Caines on the Iowa Medicaid Enterprise Data Center project. His consultant was instrumental in the design and planning of how to best utilize data center and migration techniques to ensure that the large amounts of data formerly being stored and utilized by an outside vendor were effectively transferred securely to Iowa facilities. David Caine's knowledge of Data Centers enabled the State of Iowa to keep the Iowa Medicaid Enterprise Datacenter plans on-time and with strategic decision making he enabled The State to save thousands budget dollars.

David managed all aspects of hardware installation and data migration from outsourced data center. He assisted with Data Center design, processing in the new data center was exactly on schedule, on budget, and without problems. He also managed some aspects of staff integration and training.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one
(to be completed by SP providing proposal)

SP Name: _____

Referring Client Name: _____

ITQ Service category: _____

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: _____ End date: _____

Give brief description of Project Scope:



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

<p align="center">COST DATA SHEET for ITQ Number <u>BD80200S102</u> Revision <u>1</u></p> <p align="center">FOR SERVICE CATEGORY: <u>Project Management</u></p> <p align="center">COMPANY NAME: <u>J&A Consulting, LLC</u> Date <u>April 17, 2006</u></p>	
DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<u>Program Manager</u> – Manages multiple projects at once both related and unrelated in nature and scope.	\$150
<u>Project Manager</u> – Manages a specific project or aspect of a project on larger projects.	\$115
<u>Project Administrator</u> – Assists with the administration of the project management activities.	\$90
<u>Technical Writer</u> - A writer with skills in a specific technical arena and the ability to write technical information to be consumed by an end-user community.	\$70

Note: The SP may be able to have additional line items added at a later date to this ITQ, If it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

ITQ EXHIBIT F - REQUIRED SIGNATURE PAGE (submit two signed originals in your response)

I / we as undersigned agree to the terms and conditions of the aforementioned ITQ #BD80200S102 and if our response is accepted, to furnish any and all services upon which cost data has been submitted. Any material misstatement in our response shall be treated as fraudulent concealment from the STATE of the facts relating to this ITQ.

Name of Entity / Person Submitting Proposal: J&A Consulting, LLC/ Joel Johnson

Mailing address: 3775 E.P. True Parkway, Suite 203, West Des Moines, IA 50266

Phone: 515-221-2679 Fax: 515-223-2393 Email: jjohnson@jandaconsulting.com

☐ If Individual: SIGNATURE: _____ Date: _____

Social Security Number: _____

☐ If Partnership: _____ Names _____ -type _____ written: _____

Social _____ Security _____ Numbers: _____

SIGNATURES of PARTNERS: _____ Date: _____

_____ Date: _____

☐ If Corporation: Corp ID# 20-2956566 State: Iowa

SIGNATURE: _____ Date: 08/15/05

Name and Title -type written: Joel Johnson – President, J & A Consulting, LLC

I / we consent to service of process by certified or register mail addressed to our designated legal agent as required by Part 2-13-i of the Terms and Conditions of the ITQ. I / we appoint

Joel Johnson at J&A Consulting, LLC as our agent to receive service of process.

WITNESS SIGNATURE: _____ Title: _____ Date: _____

The STATE of Iowa, acting through the undersigned officer(s), hereby accepts the foregoing response to the ITQ and pre-approves the SP named for agency requests for proposals using this agreement. This acceptance and the SP's response for the above referenced ITQ and related POs, including the terms and conditions of the ITQ constitute a binding contract between the STATE and the SP.

ITQ EXHIBIT F - REQUIRED SIGNATURE PAGE (submit two signed originals in your response)

I / we as undersigned agree to the terms and conditions of the aforementioned ITQ #BD80200S102 and if our response is accepted, to furnish any and all services upon which cost data has been submitted. Any material misstatement in our response shall be treated as fraudulent concealment from the STATE of the facts relating to this ITQ.

Name of Entity / Person Submitting Proposal: J&A Consulting, LLC/ Joel Johnson

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☐ If Individual: SIGNATURE: _____ Date: _____

Social Security Number: _____

☐ If Partnership: _____ Names _____ -type _____ written: _____

Social _____ Security _____ Numbers: _____

SIGNATURES of PARTNERS: _____ Date: _____

_____ Date: _____

☐ If Corporation: Corp ID# 20-2956566 State: Iowa

SIGNATURE: _____ Date: May 2, 2006

Name and Title -type written: Joel Johnson – President, J & A Consulting, LLC

I / we consent to service of process by certified or register mail addressed to our designated legal agent as required by Part 2-13-i of the Terms and Conditions of the ITQ. I / we appoint

Joel Johnson at J&A Consulting, LLC as our agent to receive service of process.

WITNESS SIGNATURE: _____ Title: _____ Date: _____

The STATE of Iowa, acting through the undersigned officer(s), hereby accepts the foregoing response to the ITQ and pre-approves the SP named for agency requests for proposals using this agreement. This acceptance and the SP's response for the above referenced ITQ and related POs, including the terms and conditions of the ITQ constitute a binding contract between the STATE and the SP.



April 18, 2006

Ashley Super, Purchasing Agent III
Iowa Department of Administrative Services (DAS)
General Services Purchasing
Hoover State Office Building, Level A
Des Moines, IA 50319-0105

Re: Invitation to Qualify (ITQ) # BD80200S102, Version 1.0
Category 1. Strategy/Vision/Consulting

Dear Ms. Super,

We are pleased to submit this bid to qualify for the following **Category: Strategy/Vision/Consulting**. Our intention is to clearly demonstrate our abilities to recruit, retain, and place contractors while providing clear and competitive pricing. As a new vendor to The State of Iowa we want to ensure all Departments that we have the experience, relationships, and knowledge of State I.T. operations and fully understand how to successfully provide contractors and teams in this category.

Should you have any questions or need additional information or assistance regarding J&A Consulting, please contact:

Mr. Joel Johnson
J&A Consulting, LLC
3775 E.P. True Parkway, Suite 203
West Des Moines, IA 50265

Office/:515-221-2679
Mobile: 515-418-3922
Fax: 515-223-2393
jjohnson@jandaconsulting.com
www.jandaconsulting.com

Thank you,

Joel Johnson
State of Iowa SP Contract Administrator

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J&A Consulting, LLC response for Category 1: Strategy/Vision/Consulting

Evaluation committee members will independently rate your response to this questionnaire on a scale from one (1) to ten (10), and the average rating of five (5) defined as satisfactory will be used to determine acceptability.

This section provides a series of questions asking for narratives that outline your organization's structure relevant to this ITQ. Limit responses to four paragraphs to each question. You should use your company stationary to submit responses but include the questions. In addition to these questions, agencies in their RFPs may request resumes of personnel who may be assigned to specific STATE projects. Resumes are not required for the ITQ , but can be considered supplemental to illustrate your focus of expertise. Do not substitute resumes for answering all mandatory questionnaires. Also, since resumes frequently change, SPs must provide current applicable resumes in responses to agency proposal requests. Agencies will not refer to resumes submitted with the ITQ when selecting a SP for a project or staff augmentation assignment.

SUBMIT ANSWERS FOR EACH SERVICE CATEGORY YOU SEEK TO QUALIFY FOR.

1. How do you intend to provide the resources required by this ITQ?

J & A Consulting, LLC, will provide resources based upon our proven approach of over six years of successfully providing The State of Iowa resources while employed with another organization. We know the types of needs that the various departments The State will put forth to bid and have local, qualified, affordable professionals who are ready to serve in whatever capacity The State requires. We recognize that The State needs to be able to acquire affordable resources that will commit to the entire contract period and put the goal of The State first and foremost. That is why we secure the abilities of resources in advance who posses the skills you need and the desire to serve those needs for the long-term requirements of each Bureau, Department, and Agency. Furthermore, J&A Consulting, LLC has undertaken employment and contractual measures that ensure resource commitment for the duration of any contract, especially those that are renewable on an annual basis. We fully appreciate and understand that when one to two years are invested in a contracted resource it is costly, painful, and sometimes negatively emotional to have to replace a contracted resource who leaves for another opportunity or for reasons that could be avoided. We take the measures in our business model to solidify this commitment and ensure that service continuity is a premium provided by J&A Consulting, LLC contractors.

At J & A our commitment to The State of Iowa will be of the utmost importance. We have enjoyed a successful working relationship with many areas of state government and our focus will be to continually communicate with key personnel at The State about initiatives and projects and then proactively secure or reserve qualified resources for presentation via the State's established RFP Guidelines. No SP today is stocked with a full bench of paid personnel ready to place on client engagements so The State needs to trust that their SP's are proactively recruiting and presenting personnel that matches the technical, experience, and budget needs of each RFP. We have proven that possible in the past and will continue to do so in the future for The State having learned many lessons as another SP working for SOI projects.

Lastly, J & A Consulting, LLC will provide resources on a contract, contract to hire, or permanent basis. We are able to provide individuals for each opening with strong and diverse backgrounds as well as small or large teams to either help fill your existing State teams or entirely on either a T/M (time & materials) basis i.e. per/hour rate or on a fixed budget deliverable agreement. J & A will not dictate terms to The State but will follow your lead and assist and/or lead where The State so communicates.

2. Identify the SP contract administrator and describe the functions that person will perform.

The SP contract administrator (SPCA) will be Joel Johnson. He will be responsible for the following:

- *When presenting candidates for engagement SPCA will ensure that the scope of work is understood and defined by all parties.*
- *SPCA will provide qualified personnel to perform all work outlined on RFP as well as confirmation with Hiring Manager when necessary.*
- *SPCA will be available for 24/7 for all State personnel. All calls will be returned within one hour and emails within one day. In the event SPCA is not available a J&A Consulting, LLC replacement will be available.*
- *SPCA will adhere to all 'Not to Exceed' Pricing on all contract and project opportunities. SPCA will review pricing annually from acceptance and agree not to adjust pricing by more than any amount not mutually agreed upon by appropriate State personnel.*
- *SPCA will provide consultant information to State of Iowa personnel by a J&A Consulting Presentation package insofar as it does not extend past the requested information as outlined by each RFP.*
- *SPCA will proactively communicate and network with appropriate State of Iowa personnel so that projects and consultants are informed of progress, success, and areas of improvement.*
- *SPCA will provide a minimum of one annual review for State of Iowa personnel regarding performance and progress.*
- *SPCA will provide status reports and management reports for any State required or requested information on any consultant engagement or project.*
- *SPCA will conduct thorough orientation of all consultants engaged by The State of Iowa. This will include information meetings regarding the State's expectations, standards, policies, and work environment. Furthermore, each consultant will be provided logistical support for driving directions, parking instructions, points of interest in the Des Moines and surrounding area, and lodging selection support if applicable.*
- *SPCA will work with The State of Iowa on all Work Orders, Cancellations, and all SP matters in conjunction with all contract opportunities.*
- *SPCA will retain records in accordance with the request in bid #BD80200S102 v.1.0 for a period of five years unless otherwise directed by The State differently.*

- ***SPCA Contact Information:***

Joel Johnson
J&A Consulting, LLC
3775 E.P. True Parkway, Suite 203
West Des Moines, IA 50265

515-221-2679 Office
515-418-3922 Mobile, available 24/7
515-223-2393 Fax
jjohnson@jandaconsulting.com

3. Describe how you plan on providing additional personnel if it becomes necessary to properly staff projects.

J & A Consulting will provide additional personnel by proactively communicating with State personnel and reserving the most qualified contractors in anticipation of those needs. This method is expensive as we realize that The State can not notify any SP about any requirement in advance but after being in this business for almost ten years we have learned to recognize project demands and anticipate client needs accurately. What the State needs is a vendor to bring proven and known resources and J & A Consulting, LLC is only employs contractors that are experienced and proven in their technical, behavioral, and professional attributes. Our recruiting process uncovers negative personality or communicative styles that would conflict with State project teams and their respective personalities. With each consultant there exist commitment signals that we can uniquely identify. If The State invests six months to a year in a contractor only to have them leave for another engagement there is a heavy cost associated at replacing that resource. As a trusted SP to The State our objective is to attract and retain the best talent for the positions you seek to fill and to proactively secure a commitment that is achieved through honest communication, excellent compensation and benefits, and an organizational culture that compels those we contract to The State to remain for the duration of the contract and renewal periods.

J&A Consulting is committed to growing our base of consultant personnel. Our strategy involves recruiting and communicating with hundreds of the region's best I.T. talent and keeping them informed of the great opportunities that exist with J&A and our clients. Additionally, we provide our Associates with a generous referral incentive that ensures that our clients have an ever growing team of professionals assisting in securing top talent.

Applicant screening at J&A includes the following:

- *Intense review of qualifications*
- *Phone and face to face interviews – technical and character-based*
- *Technical Testing*
- *Reference Check*
- *Background – Criminal, Drug/Alcohol, Credit*

If the consultant has worked for The State of Iowa previously we will provide a recommendation from the candidate's former State manager before presenting.

The SP Contract Administrator at J&A has been working with the State of Iowa in the capacity of providing consultants since 1999 and knows what works well and what does not. Those lessons have provided J&A the unique ability to effectively provide exceptional service delivery in aspects to The State of Iowa.

4. Describe your company's ability to uniquely address problems and issues related to the service category.

Every service category has unique issues. J & A Consulting feels the State needs SP's that understand your business environment, the challenges faced with each project, the team dynamic that is seeking personnel in any capacity, and the past success of similar projects that J & A Consulting personnel can bring to leverage on your behalf. Having worked with The State since 1998 in the same capacity I believe that J & A Consulting has learned lessons on what people work best for The State, how to better identify these people for The State, and most importantly, without any interference of an organization that is primarily focused on adding new clients. The State has always been one of my most consistent and appreciated clients and I will make my organization's focus to be one of the premier SP's for The State.

Another key issue J & A Consulting understands is the process that your projects follow. The budgeting, planning, approval, and monitoring are all unique to The State. When you know your client as I know The State of Iowa you can effectively ensure that the solution presented for each RFP fits your business model and need and not my or my team's opinion on methodology, implementation, and deployment. That is not to say that our personnel and solutions will not bring unique ideas to The State but we also know the culture of change is gradual and not immediate.

5. Describe your company's practices in adopting client policies and methods.

J & A Consulting and all our consultants engaged at The State of Iowa will adopt and follow all State policies and methods. Both management and contractors will sign all security and policy documentation required as well as follow all security policies. Our mission is to serve your needs within the successful framework you have established. Should we be invited to help modify policies and methods or believe that another method might be of interest we will pass on the information without delay and without expectation of adoption.

Furthermore, the SPCA will orient all new contractors to the State with any State procedures and policies before engagement provided to J&A Consulting, LLC. During this meeting the following will take place with each J&A Consulting, LLC contractor.

- *Review Contract details and commitments*
- *Review and explain all State of Iowa Policies and Procedures*
- *Security issues and documentation*

- **Reporting requirements**
- **Organizational hierarchy and department overview**
- **Project deliverables and expectations**

Once engaged our SPCA will schedule follow up calls and periodical meetings with the hiring manager to ensure that satisfaction is being met and that all expectations towards policies and procedures are being followed as designed. If for any reason there are infractions or improvements needed the SPCA will immediately schedule a review with the contractor in question and review the policies again for clarification and enact disciplinary measures if warranted.

For the following questions indicate in each area the extent of knowledge and training your company would be able to offer and whether your company would be able to provide performance with or without guidance, or could teach others.

6. List each type / brand of operating system/ communication system you are experienced with in each category below and make comments.
 - a) Mainframes: ***Unisys-1100/2200, Unisys ClearPath, DEC, IBM-S370, IBM 390, IBM ES9000, Honeywell, Unisys A Series, IBM zSeries, IBM Z9. Additional comments: J & A Consulting has built, designed, developed, and modified applications in government and private sector clients on nearly any Mainframe/Midrange/Minicomputer processing environment. Not only will we provide Strategies/Consulting/Vision in the technological framework you seek but with a strong business understanding of your needs. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - b) Midrange / Minicomputer: ***IBM mSystem/3, /34, /36, /38, AS/400 (iSeries), HP 3000, DEC, DCP, VAX, Data General, Honeywell-Bull, Level 6/DPS 6/DPS 6000, SDS, Prime 50 Series, AS/400, RPG. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Midrange/Mini computer technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - c) Client / Server / Distributed Systems: ***IBM RS6000, AIX, UNIX, Sun Solaris, Linux, all Windows, SQL Server past and current, Exchange Server, and more. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Client/Server/Distributed Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.***
 - d) Desktop: ***All Windows, DOS, Linux, UNIX, OS/2, all browsers from IE to Netscape and others on all makes/models of desktop computing. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Desktop Systems technologies and more in any capacity the State requires. J&A Consulting***

contractors can provide performance with or without guidance and could teach others.

- e) LAN: *TCP/IP, Token Ring, Ethernet, Novell Netware, Microsoft related servers. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed LAN Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - f) Languages and DBMS: *IDMS, IMS, DB2, Oracle, SQL Server 2000 and previous versions, Access, dBASE, Informix, Sybase. ASP /ASP.Net, C#, HTML, DHTML , ADO.Net, SQL, PL/SQL, SQL+ Integration with .Net, Javascript, Perl, VB.Net, Crystal Reports for .Net, JAVA, WML, UML, with Versata and Oracle Developer 10g portal. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Languages and DBMS and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
7. Describe your products / experience with Databases.
- a) Administration: *DB2, Oracle, SQL Server 2000, SQL Server 2005, IMS, Access, Informix, Sybase, IDMS. J&A Consulting, LLC contractors have served as support DBA's, lead DBA's, and can provide strategy/vision/consulting in any capacity the State needs. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Application Development tools: *Java, C+, C++, C#, .Net technologies, Javascript, HTML, DHTML, ASP, PowerBuilder, Visual Basic, Visual Interdev, Oracle Forms, Oracle Reports, PL/SQL Websphere, Visual Age, DB2 Development Tools, IMS Development Tools, CICS, VSAM, Microsoft IIS, TOAD, and many, many more. J&A Consulting, LLC contractors can provide strategy/vision/consulting in any Application Development tool needed. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) End user tools: *Microsoft Outlook, PowerPoint, FrontPage, Access, Excel, Lotus Notes, Easytrieve, Crystal Reports, and more. J&A Consulting, LLC can provide these skills at advanced levels and more not listed for any need the State has in strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - d) Structure and methodologies: *Data Modeling, Erwin, Rational, PMI and PMP certified professionals, Primavera, Niku Workbench, Dataflow, Business Objects, and more not listed for any need the State has for strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - e) Other
8. What general software applications have you experience in? *All Oracle 11i applications in HR, Financials, CRM, OM, EPM, PeopleSoft HRMS/Financials/CRM/EPM, SAP Financials/HR/CRM/EPM, Lawson, J.D. Edwards, Websphere, .Net technologies and more not listed for any State need for strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*

9. Please describe any experience and deployed solutions in each of the following specific technologies below.
- a) Help desk solutions / technologies: *J&A Consulting, LLC consultants have the experience and technology background The State seeks for Helpdesk solutions. Additionally, J&A Consulting, LLC can provide additional resources, teams, and leadership in this area in any technology the State seeks. Our consultants have provided support and development for Microsoft Office and Networking technologies, web applications used for CRM, EPM, and other enterprise related applications in such technologies as SAP, PeopleSoft, Baan, Oracle, and others. Our technical consultants and Project Managers have worked with Helpdesk support providing solutions for web based applications, remote and on-site customer service related applications, basic and advanced networking issues, email issues and other Intranet related issues. What the State needs is a consulting firm that can provide the best resources for the job at a price point that The State can afford and J&A Consulting, LLC understands how to match the two. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Data development: *J&A Consulting, LLC consultants have outstanding experience with developing, tuning, and formatting data on all forms of major DBMS utilized by The State and more. Our people, whether they are DBA's or technical consultants have a strong background in IDMS, Oracle, DB/2, VSAM, and Sequel Server. The State will issue RFP's for specific resources with a strong background in named technologies. As a resource provider to The State for the last seven years with another technology firm we fully understand the needs, the types of projects The State undertakes, and the types of people that work best in your framework. J&A Consulting, LLC contractors have worked for major, enterprise projects for State and Federal Governments, Fortune 500 firms, and other large privately held organizations. Most recently, Joel Johnson on behalf of Alliance Technologies recruited and placed David Caines on the Datacenter creation, migration, and security project for the Iowa Medicaid Enterprise. Although J&A Consulting, LLC can not take credit for the placement, our abilities to provide those same caliber of resources have transferred and The State will benefit from having a firm like J&A Consulting, LLC because they are focused only on providing Technical and Functional Consultants to its clients. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) Data analysis: *Our technical consultants have a broad range of Data Analysis tools experience in the consulting market place. We can provide expertise in Data flow, Prototyping, Planning, Workflow, Migration, Table structure, Data Integrity, Security layers, and more. From WebFOCUS, Experian, MVS Systems Tools, OO Design and Analysis, CICS Tools, Websphere MQ Family or AD Tools, to QMF, DAE (Data Archive Expert) or other Test Database Generator for DB2 our people have accomplished success for our clients in their careers. If the State is having Backup, Recovery, or Integrity issues with its data feel confident that J&A Consulting, LLC can provide resources for your next project. J&A Consulting, LLC has assisted ING and ADP of Des Moines with analysis of their web, sales, and client data being utilized to process large benefit plans, compensation/payroll*

- services, and sales-field agents brokerage sites utilizing home office data to populate policy generation for investments. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- d) *Data modeling: Using UML, ETL, Informatica and tools such as Erwin, Rational Rose, Power Designer, and Oracle Designer our contractors have modeled databases and data tables for clients and organizations across the country. Joel Johnson of J&A Consulting, LLC has successfully placed consultants at The State for another firm and continues to have the ability to access these contractors and others with similar skills for projects related to The State's DHS, Medicaid Enterprise, and IDR. Most recently J&A Consulting, LLC contractors have designed and modeled data marts and databases for web based applications accessing mission critical data for clients utilizing their payroll, benefits processing, and other HR related delivered services at ADP Des Moines. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - e) *Facilitating and consulting: J&A Consulting, LLC contractors are experienced at Facilitating and Consulting for our clients and by nature of what they bring in their expertise they understand the importance of facilitating change, process and technical improvements while consulting on behalf of our client's best interests. All contractors will work within the management structure of The State and provide the level of facilitation as needed and directed by The State lead. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - f) *Photogrametry and remote sensing: J&A Consulting has not had the cause to work in these two fields for our clients but feel confident that if needed The State can count on J&A Consulting Recruiting to acquire and present qualified candidates for engagement. The State expectation should be that J&A Contractors would provide performance with or without guidance and could teach others.*
 - g) *Data collection and clean up mapping: J&A Consulting Staff will employ their client's programming and technical tools provided to collect data and clean up mapping. We have extensive experience in COBOL, CICS, and other mainframe languages, tools, and technologies. Data Collection and Mapping are common tasks associated with larger deliverables on J&A Consulting engagements. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - h) *GIS / ESRI Software / Mapinfo: J&A Consulting can acquire and present qualified candidates in Geographical Information Systems, ESRI Software, and Map Information. We have consultants available who have either worked for the Federal Government, Transportation/Shipping industry, Energy, and Utility sectors who can provide The State with their expertise. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - i) *Electronic Commerce / EDI: J&A Consulting contractors have developed solutions and applications using client specific or off the shelf systems with EDI for electronic commerce. Our consultants can bring their expertise to The State for developing e-procurement systems, purchasing/transactional processing,*

billing/invoicing management systems, along with workflow and security as mission critical imperatives during the design, development, and implementation of said systems. Our consultants have worked with EDI systems for many sectors including Financial, Government, Transportation, Utilities, and Retail. J&A Consulting contractors can provide performance with or without guidance and could teach others.

- j) Document management: *Whether the State is looking for consultants with specific Document Management experience in products such as FileNet, Documentum, Formscape Covus or if The State needs knowledge and expertise in Document Management delivery via more comprehensive software such as ALS COM Suite J&A Consulting we have the available resources for engagement. J&A Consulting contractors have provided Document Management services for large clients including being a part of large consulting firms and client practices. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- k) Telecommunications wide area network: *TCP/IP, Windows NT, and others. If the State has a specific technology request for consulting with these backgrounds J&A Consulting will provide available consultants with the appropriate background and skill set to provide service. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- l) Biometrics: *J&A Consulting has not had the cause to provide our clients with this service but if The State were to need this skill our Recruiting Department will be able to screen and recruit effective, experienced personnel who can provide service with or without guidance and could teach others.*
- m) Wireless networking: *In today's technology culture Wireless Networking is providing flexibility and opportunity to broaden access to critical systems and applications. However, security is a prime concern that is often overlooked by the gains in flexibility and scalability. J&A Consulting has the technical ability to configure, design, and implement wireless networking capability for remote locations and large access points on State property while ensuring that the Wireless Network is safe, encrypted, and reliable. J&A Consulting can provide performance with or without guidance and could teach others.*
- n) IT staffing: *J&A Consulting is an IT Staffing business. We have successfully secured and placed IT professionals on projects at companies such as ING, ADP, and more. Additionally, our staff has been in the IT Staffing business for nearly ten years providing service and personnel to clients such as The State of Iowa, Pioneer, Principal Financial Group, Nationwide, The City of Des Moines, ConAgra, Nike and other public and private sector clients in all industries. Our network of personnel and available IT Staff provide us with a strong base in the thousands of contractors and personnel available for immediate placement. Furthermore, our model provides security and verification features for contractors new to J&A Consulting that ensures that we have provided the essential background, reference, and technical checks that The State needs.*
- o) Graphic / web design: *J&A Consulting personnel have extensive experience in building highly complex and visually appealing/functional web applications for large and small organizations. Most recently, J&A Consulting contractors*

provided leadership and web design/development for ING's agent network for administering, marketing, and tracking insurance and investment policies. Our contractors have worked with technologies that include: Visual Basic, Flash, Interdev, HTML, DHTML, JavaScript, FrontPage, ASP, .Net technologies, EJB, IIS, and on Oracle, UNIX, and SQL Server platforms. J&A Consulting can provide performance with or without guidance and could teach others.

- p) *Other: J&A Consulting has extensive experience with PeopleSoft, Oracle, SAP, JD Edwards and other ERP related software applications. From technical developers using proprietary development tools to Functional Business Analysts who understand how the technology can best serve the business demands of our clients to high level Project Managers/Program Managers we have the ability to serve our clients in all capacities.*

Part 4-4 CLIENT REFERENCES

For each service category you seek to qualify for, a client reference survey form must be submitted by three (3) references in the format per [Exhibit D](#). STATE agencies can be used as a reference, BUT NOT SUBSIDIARIES OF YOUR COMPANY. If you are attempting to qualify for more than one service category, a minimum of three reference surveys must be provided, with at least one reference survey in each service category (Substitute a statement that additional references are included in another response to a different service category). From time to time the STATE may request updated references in order for an SP to remain qualified, particularly if an agency rates an SP's performance as unsatisfactory, or if it has been two (2) years or more since the SP has worked for STATE and references on file are more than two years old.

Include a list in your response of whom you expect to submit a survey on your behalf:

J&A Consulting references expected to submit a survey for this category include:

Category 1 Strategy/Vision/Consulting

1. Dawn Kaye – ADP, National Account Services. West Des Moines: 515-875-6379
2. Oune Lo – ING, Des Moines, IA: 515-698-6418
3. Russ Rozinek – State of Iowa, Des Moines, IA: 515-281-4836

Part 6 – Exhibits, Attachments, and Addendums:

Exhibit A

Exhibit B

Exhibit C

Exhibit D

Exhibit E

Exhibit F

ITQ EXHIBIT A

NON-COLLUSION AFFIDAVIT

I, the undersigned, am the person responsible for the preparation of and cost data contained in this response submitted to the STATE in response to this ITQ and certify that:

Cost data has been arrived at independently and without consultation with any other party.

No information regarding this response content has been disclosed to any other party that may be or may potentially be responding to the ITQ with a response.

No attempt has been made to induce or to refrain any other party in responding to this ITQ or to influence the content of their response.

This response and subsequent proposal(s) submitted by my firm to RFPs referring to this ITQ is made / will be made in good faith and not pursuant to any discussions / agreement with any other party.

My firm and its affiliates, subsidiaries, officers, directors and employees are not currently under investigation or been convicted for any act prohibited by federal law involving conspiracy or collusion with respect to bidding on public ITQ and related POs, except as follows:

I understand that any miss-statement in this affidavit is and shall be treated as fraudulent concealment from the STATE of the true facts relating to the response submission for this ITQ.

Name: Joel Johnson, Position : President

SIGNITURE: _____ Date : April 18, 2006,

Representing COMPANY NAME: J&A Consulting, LLC

SWORN TO AND SUBSCRIBED BEFORE ME THIS DAY _____ OF 20 _____ .

NOTARY PUBLIC _____ My commission expires: _____

ITQ EXHIBIT B

LOBBYING CERTIFICATION FORM

FOR ITQ AND RELATED POSS, GRANTS, LOANS, AND COOPERATIVE AGREEMENTS

The undersigned certifies, to the best of her or his knowledge and belief, that

No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress in connection with the awarding of any federal contract or agreement, or the making of any federal grant, loan, or co-operative agreement.

If any funds other than federal appropriated funds have been paid to any person for influencing or attempting to influence the making of federal contracts or federal grants, loans, co-operative agreements, the undersigned will submit full disclosure of lobbying activities showing all details and supporting documents.

The undersigned will require any or all subcontractors to submit a separate lobbying certification and disclosure accordingly.

SIGNATURE: _____ TITLE: President

COMPANY NAME: J&A Consulting, LLC DATE: April 18, 2006

ITQ EXHIBIT C --- MANDATORY AGREEMENT QUESTIONNAIRE

This section consists of a series of questions that must be answered to the affirmative prior to proceeding with development of your response. It confirms your understanding of and agreement to our requirements for submitting a response. Negative responses will disqualify you. Please insert a copy of your answers inside each of your responses.

1. Do you agree that the contents of your proposal(s) will become part of any resulting ITQ and related POs and can not be held confidential? YES ☒ NO ☐
2. Do you agree to submit one original of your proposal, together with two (2) copies and a electronic soft copy on diskette? YES ☒ NO ☐
3. Will you include at least three (3) client references and agree you must attain acceptable scores from references for each service category you are attempting to qualify for? YES ☒ NO ☐
4. Do you agree that you must maintain an acceptable rating by each agency you do work for in order to remain pre-qualified for each service category? YES ☒ NO ☐
5. Do you agree to abide by agency specific requirements as outlined in section 1-25? YES ☒ NO ☐
6. Do you agree that your response will remain valid for at least 120 business days and duration of ITQ and related POs? YES ☒ NO ☐
7. Are you a TSB or do you currently have or have had a contracting role in three (3) projects for each of the categories you are attempting to qualify for? YES ☒ NO ☐
8. Do you agree that if the STATE finds any part of your response to be false, you will be placed on temporary suspension from doing business with the STATE? YES ☒ NO ☐
9. Do you accept the requirements stated in sections 1-19 and 1-21?
YES ☒ NO ☐
10. Will you provide all documents of proof of insurance as required by this ITQ and any related POs? YES ☒ NO ☐
11. Are you aware that the STATE will conduct any and all background checks it deems necessary? YES ☒ NO ☐

SUBMIT COMPLETED COPY INSIDE YOUR RESPONSE.

COMPLETED BY Joel Johnson, President, J&A Consulting, LLC

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: ADP – Des Moines. Dawn Kaye

ITQ Service category: Category 1: Strategy/Vision/Consulting

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: 2000 – various projects

End date: Current

Give brief description of Project Scope: ADP-Des Moines provides Benefits, Payroll, and other HR related services to clients internationally. The Des Moines Division implements and supports ADP clients via PeopleSoft and ADP proprietary developed software. Joel Johnson of J&A Consulting, LLC on behalf of another vendor and on behalf of J&A Consulting has provided contractors to ADP since 2000 in the form of Business Analysts and Technical Developers. Both areas have been responsible for providing functional and technical expertise to meet ADP goals of client service through technical/functional Strategy/Vision/Consulting. Our contractors have been utilized help meet production goals, project timelines, and excess workflow that required additional and unique expertise.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: ING – Oune Lo

ITQ Service category: Category 1: Strategy/Vision/Consulting

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: September 2005

End date: February 2006

Give brief description of Project Scope: ING's DMC (Document Management Center) needed Strategy/Vision/Consulting as well as technical web development skills to improve operational efficiency in supporting the web based products that ING supported throughout their agency network. During the contract period, our contractor was able to collaborate and provide technical knowledge and experience in developing ideas and solutions that would help lessen technical downtime and burdens while improving processes, up-time, efficiency, and costs.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one
(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: State of Iowa – Russ Rozinek

ITQ Service category: Project Management

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: November 2004

End date: August 2005

Give brief description of Project Scope: Joel Johnson of J&A Consulting, LLC was instrumental in the recruitment, negotiations, and placement of David Caines on the Iowa Medicaid Enterprise Data Center project. His consultant was instrumental in the design and planning of how to best utilize data center and migration techniques to ensure that the large amounts of data formerly being stored and utilized by an outside vendor were effectively transferred securely to Iowa facilities. David Caine's knowledge of Data Centers enabled the State of Iowa to keep the Iowa Medicaid Enterprise Datacenter plans on-time and with strategic decision making he enabled The State to save thousands budget dollars.

David managed all aspects of hardware installation and data migration from outsourced data center. He assisted with Data Center design, processing in the new data center was exactly on schedule, on budget, and without problems. He also managed some aspects of staff integration and training.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

<p align="center">COST DATA SHEET for ITQ Number <u>BD80200S102</u> Revision <u>1</u></p> <p align="center">FOR SERVICE CATEGORY: <u>Strategy/Vision/Consulting</u></p> <p align="center">COMPANY NAME: <u>J&A Consulting, LLC</u> Date <u>April 17, 2006</u></p>	
DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<u>Architect</u> – Engaged in developing strategic technical plans and solutions for the development, security, refinement, and distribution of complex systems.	\$140
<u>Subject Matter Expert</u> – Brings a deep expertise in a specific technology or business area.	\$100
<u>Business Consultant/Analyst</u> - Brings the ability to analyze and recommend business process improvements and re-engineering.	\$80

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

ITQ EXHIBIT F - REQUIRED SIGNATURE PAGE (submit two signed originals in your response)

I / we as undersigned agree to the terms and conditions of the aforementioned ITQ #BD80200S102 and if our response is accepted, to furnish any and all services upon which cost data has been submitted. Any material misstatement in our response shall be treated as fraudulent concealment from the STATE of the facts relating to this ITQ.

Name of Entity / Person Submitting Proposal: J&A Consulting, LLC/ Joel Johnson

Mailing address: 3775 E.P. True Parkway, Suite 203, West Des Moines, IA 50266

Phone: 515-221-2679 Fax: 515-223-2393 Email: jjohnson@jandaconsulting.com

☐ If Individual: SIGNATURE: _____ Date: _____
Social Security Number: _____

☐ If Partnership: _____ Names _____ -type _____ written: _____
Social _____ Security _____ Numbers: _____
_____ / _____

SIGNATURES of PARTNERS: _____ Date: _____

_____ Date: _____

☐ If Corporation: Corp ID# 20-2956566 State: Iowa
SIGNATURE: _____ Date: 08/15/05

Name and Title -type written: Joel Johnson – President, J & A Consulting, LLC

I / we consent to service of process by certified or register mail addressed to our designated legal agent as required by Part 2-13-i of the Terms and Conditions of the ITQ. I / we appoint

Joel Johnson at J&A Consulting, LLC as our agent to receive service of process.

WITNESS SIGNATURE: _____ Title: _____ Date: _____

The STATE of Iowa, acting through the undersigned officer(s), hereby accepts the foregoing response to the ITQ and pre-approves the SP named for agency requests for proposals using this agreement. This acceptance and the SP's response for the above referenced ITQ and related POs, including the terms and conditions of the ITQ constitute a binding contract between the STATE and the SP.

ITQ EXHIBIT F - REQUIRED SIGNATURE PAGE (submit two signed originals in your response)

I / we as undersigned agree to the terms and conditions of the aforementioned ITQ #BD80200S102 and if our response is accepted, to furnish any and all services upon which cost data has been submitted. Any material misstatement in our response shall be treated as fraudulent concealment from the STATE of the facts relating to this ITQ.

Name of Entity / Person Submitting Proposal: J&A Consulting, LLC/ Joel Johnson

Mailing address: 3775 E.P. True Parkway, Suite 203, West Des Moines, IA 50266

Phone: 515-221-2679 Fax: 515-223-2393 Email: jjohnson@jandaconsulting.com

☐ If Individual: SIGNATURE: _____ Date: _____
Social Security Number: _____

☐ If Partnership: _____ Names _____ -type _____ written: _____
Social _____ Security _____ Numbers: _____
_____ / _____

SIGNATURES of PARTNERS: _____ Date: _____

_____ Date: _____

☐ If Corporation: Corp ID# 20-2956566 State: Iowa
SIGNATURE: _____ Date: 08/15/05

Name and Title -type written: Joel Johnson – President, J & A Consulting, LLC

I / we consent to service of process by certified or register mail addressed to our designated legal agent as required by Part 2-13-i of the Terms and Conditions of the ITQ. I / we appoint

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WITNESS SIGNATURE: _____ Title: _____ Date: _____

The STATE of Iowa, acting through the undersigned officer(s), hereby accepts the foregoing response to the ITQ and pre-approves the SP named for agency requests for proposals using this agreement. This acceptance and the SP's response for the above referenced ITQ and related POs, including the terms and conditions of the ITQ constitute a binding contract between the STATE and the SP.



May 2, 2006

Ashley Super, Purchasing Agent III
Iowa Department of Administrative Services (DAS)
General Services Purchasing
Hoover State Office Building, Level A
Des Moines, IA 50319-0105

Re: Invitation to Qualify (ITQ) # BD80200S102, Version 1.0
Category 9. Administration

Dear Ms. Super,

We are pleased to submit this bid to qualify for the following **Category: Administration**. Our intention is to clearly demonstrate our abilities to recruit, retain, and place contractors while providing clear and competitive pricing. As a new vendor to The State of Iowa we want to ensure all Departments that we have the experience, relationships, and knowledge of State I.T. operations and fully understand how to successfully provide contractors and teams in this category.

Should you have any questions or need additional information or assistance regarding J&A Consulting, please contact:

Mr. Joel Johnson
J&A Consulting, LLC
3775 E.P. True Parkway, Suite 203
West Des Moines, IA 50265

Office/:515-221-2679
Mobile: 515-418-3922
Fax: 515-223-2393
jjohnson@jandaconsulting.com
www.jandaconsulting.com

Thank you,

Joel Johnson
State of Iowa SP Contract Administrator

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Part 4-3 Professional/Technical Personnel Questionnaire

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Part 4-4 Client References (sent to clients for return to DAS) List of Clients

1. Oune Lo – ING
2. Jane Boerger – Formerly of ConAgra
3. Carol Scheinost - Woodmen of the World

Part 4-5 Cost Data Sheet – See Exhibit E..... 13 & 21

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J&A Consulting, LLC response for Category 9: Administration

Evaluation committee members will independently rate your response to this questionnaire on a scale from one (1) to ten (10), and the average rating of five (5) defined as satisfactory will be used to determine acceptability.

This section provides a series of questions asking for narratives that outline your organization's structure relevant to this ITQ. Limit responses to four paragraphs to each question. You should use your company stationary to submit responses but include the questions. In addition to these questions, agencies in their RFPs may request resumes of personnel who may be assigned to specific STATE projects. Resumes are not required for the ITQ , but can be considered supplemental to illustrate your focus of expertise. Do not substitute resumes for answering all mandatory questionnaires. Also, since resumes frequently change, SPs must provide current applicable resumes in responses to agency proposal requests. Agencies will not refer to resumes submitted with the ITQ when selecting a SP for a project or staff augmentation assignment.

SUBMIT ANSWERS FOR EACH SERVICE CATEGORY YOU SEEK TO QUALIFY FOR.

1. How do you intend to provide the resources required by this ITQ?

J & A Consulting, LLC, will provide resources based upon our proven approach of over six years of successfully providing The State of Iowa resources while employed with another organization. We know the types of needs that the various departments The State will put forth to bid and have local, qualified, affordable professionals who are ready to serve in whatever capacity The State requires. We recognize that The State needs to be able to acquire affordable resources that will commit to the entire contract period and put the goal of The State first and foremost. That is why we secure the abilities of resources in advance who posses the skills you need and the desire to serve those needs for the long-term requirements of each Bureau, Department, and Agency. Furthermore, J&A Consulting, LLC has undertaken employment and contractual measures that ensure resource commitment for the duration of any contract, especially those that are renewable on an annual basis. We fully appreciate and understand that when one to two years are invested in a contracted resource it is costly, painful, and sometimes negatively emotional to have to replace a contracted resource who leaves for another opportunity or for reasons that could be avoided. We take the measures in our business model to solidify this commitment and ensure that service continuity is a premium provided by J&A Consulting, LLC contractors.

J&A Consulting, LLC has a strong network of available consultants for roles as Technical Leads, Project Managers, DBA's, Business Analysts, and Developers who have extensive experience with Databases, LAN/WAN, OS, Web technologies, Messaging, Security, and Emerging Tech.

At J & A our commitment to The State of Iowa will be of the utmost importance. We have enjoyed a successful working relationship with many areas of state government and our focus will be to continually communicate with key personnel at The State about initiatives and projects and then proactively secure or reserve qualified resources for presentation via the State's established RFP Guidelines. No SP today is stocked with a full bench of paid personnel ready to place on client engagements so The State needs to trust that their SP's are proactively recruiting and presenting personnel that matches the technical, experience, and

budget needs of each RFP. We have proven that possible in the past and will continue to do so in the future for The State having learned many lessons as another SP working for SOI projects.

Lastly, J & A Consulting, LLC will provide resources on a contract, contract to hire, or permanent basis. We are able to provide individuals for each opening with strong and diverse backgrounds as well as small or large teams to either help fill your existing State teams or entirely on either a T/M (time & materials) basis i.e. per/hour rate or on a fixed budget deliverable agreement. J & A will not dictate terms to The State but will follow your lead and assist and/or lead where The State so communicates.

2. Identify the SP contract administrator and describe the functions that person will perform.

The SP contract administrator (SPCA) will be Joel Johnson. He will be responsible for the following:

- *When presenting candidates for engagement SPCA will ensure that the scope of work is understood and defined by all parties.*
- *SPCA will provide qualified personnel to perform all work outlined on RFP as well as confirmation with Hiring Manager when necessary.*
- *SPCA will be available for 24/7 for all State personnel. All calls will be returned within one hour and emails within one day. In the event SPCA is not available a J&A Consulting, LLC replacement will be available.*
- *SPCA will adhere to all 'Not to Exceed' Pricing on all contract and project opportunities. SPCA will review pricing annually from acceptance and agree not to adjust pricing by more than any amount not mutually agreed upon by appropriate State personnel.*
- *SPCA will provide consultant information to State of Iowa personnel by a J&A Consulting Presentation package insofar as it does not extend past the requested information as outlined by each RFP.*
- *SPCA will proactively communicate and network with appropriate State of Iowa personnel so that projects and consultants are informed of progress, success, and areas of improvement.*
- *SPCA will provide a minimum of one annual review for State of Iowa personnel regarding performance and progress.*
- *SPCA will provide status reports and management reports for any State required or requested information on any consultant engagement or project.*
- *SPCA will conduct thorough orientation of all consultants engaged by The State of Iowa. This will include information meetings regarding the State's expectations, standards, policies, and work environment. Furthermore, each consultant will be provided logistical support for driving directions, parking instructions, points of interest in the Des Moines and surrounding area, and lodging selection support if applicable.*
- *SPCA will work with The State of Iowa on all Work Orders, Cancellations, and all SP matters in conjunction with all contract opportunities.*
- *SPCA will retain records in accordance with the request in bid #BD80200S102 v.1.0 for a period of five years unless otherwise directed by The State differently.*

- ***SPCA Contact Information:***

Joel Johnson
J&A Consulting, LLC
3775 E.P. True Parkway, Suite 203
West Des Moines, IA 50265

515-221-2679 Office
515-418-3922 Mobile, available 24/7
515-223-2393 Fax
jjohnson@jandaconsulting.com

3. Describe how you plan on providing additional personnel if it becomes necessary to properly staff projects.

J & A Consulting will provide additional personnel by proactively communicating with State personnel and reserving the most qualified contractors in anticipation of those needs. This method is expensive as we realize that The State can not notify any SP about any requirement in advance but after being in this business for almost ten years we have learned to recognize project demands and anticipate client needs accurately. What the State needs is a vendor to bring proven and known resources and J & A Consulting, LLC only employs and subcontracts with contractors that are experienced and proven in their technical, behavioral, and professional attributes. Our recruiting process uncovers negative personality or communicative styles that would conflict with State project teams and their respective personalities. With each consultant there exist commitment signals that we can uniquely identify. If The State invests six months to a year in a contractor only to have them leave for another engagement there is a heavy cost associated at replacing that resource. As a trusted SP to The State our objective is to attract and retain the best talent for the positions you seek to fill and to proactively secure a commitment that is achieved through honest communication, excellent compensation and benefits, and an organizational culture that compels those we contract to The State to remain for the duration of the contract and renewal periods.

J&A Consulting is committed to growing our base of consultant personnel. Our strategy involves recruiting and communicating with hundreds of the region's best I.T. talent and keeping them informed of the great opportunities that exist with J&A and our clients. Additionally, we provide our Associates with a generous referral incentive that ensures that our clients have an ever growing team of professionals assisting in securing top talent.

Applicant screening at J&A includes the following:

- *Intense review of qualifications*
- *Phone and face to face interviews – technical and character-based*
- *Technical Testing*
- *Reference Check*
- *Background – Criminal, Drug/Alcohol, Credit*

If the consultant has worked for The State of Iowa previously we will provide a recommendation from the candidate's former State manager before presenting.

The SP Contract Administrator at J&A has been working with the State of Iowa in the capacity of providing consultants since 1999 and knows what works well and what does not. Those lessons have provided J&A the unique ability to effectively provide exceptional service delivery in aspects to The State of Iowa.

4. Describe your company's ability to uniquely address problems and issues related to the service category.

Every service category has unique issues. J & A Consulting feels the State needs SP's that understand your business environment, the challenges faced with each project, the team dynamic that is seeking personnel in any capacity, and the past success of similar projects that J & A Consulting personnel can bring to leverage on your behalf. Having worked with The State since 1999 in the same capacity I believe that J & A Consulting has learned lessons on what people work best for The State, how to better identify these people for The State, and most importantly, without any interference of an organization that is primarily focused on adding new clients. The State has always been one of Iowa's most consistent and appreciated clients and our organization's focus is to be one of the premier SP's for The State.

Another key issue J & A Consulting understands is the process that your projects follow. The budgeting, planning, approval, and monitoring are all unique to The State. When you know your client as we know The State of Iowa you can effectively ensure that the solution presented for each RFP fits your business model and need and not our team's opinion on methodology, implementation, and deployment. That is not to say that our personnel and solutions will not bring unique ideas to The State but we also know the culture of change is gradual and not immediate.

5. Describe your company's practices in adopting client policies and methods.

J & A Consulting and all our consultants engaged at The State of Iowa will adopt and follow all State policies and methods. Both management and contractors will sign all security and policy documentation required as well as follow all security policies. Our mission is to serve your needs within the successful framework you have established. Should we be invited to help modify policies and methods or believe that another method might be of interest we will pass on the information without delay and without expectation of adoption.

Furthermore, the SPCA will orient all new contractors to the State with any State procedures and policies before engagement provided to J&A Consulting, LLC. During this meeting the following will take place with each J&A Consulting, LLC contractor.

- *Review Contract details and commitments*
- *Review and explain all State of Iowa Policies and Procedures*
- *Security issues and documentation*
- *Reporting requirements*

- *Organizational hierarchy and department overview*
- *Project deliverables and expectations*

Once engaged our SPCA will schedule follow up calls and periodical meetings with the hiring manager to ensure that satisfaction is being met and that all expectations towards policies and procedures are being followed as designed. If for any reason there are infractions or improvements needed the SPCA will immediately schedule a review with the contractor in question and review the policies again for clarification and enact disciplinary measures if warranted.

For the following questions indicate in each area the extent of knowledge and training your company would be able to offer and whether your company would be able to provide performance with or without guidance, or could teach others.

6. List each type / brand of operating system/ communication system you are experienced with in each category below and make comments.
 - a) Mainframes: *Unisys-1100/2200, Unisys ClearPath, DEC, IBM-S370, IBM 390, IBM ES9000, Honeywell, Unisys A Series, IBM zSeries, IBM Z9. Additional comments: J & A Consulting has built, designed, developed, and modified applications in government and private sector clients on nearly any Mainframe/Midrange/Minicomputer processing environment. Not only will we provide Strategies/Consulting/Vision in the technological framework you seek but with a strong business understanding of your needs. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Midrange / Minicomputer: *IBM mSystem/3, /34, /36, /38, AS/400 (iSeries), HP 3000, DEC, DCP, VAX, Data General, Honeywell-Bull, Level 6/DPS 6/DPS 6000, SDS, Prime 50 Series, AS/400, RPG. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Midrange/Mini computer technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) Client / Server / Distributed Systems: *IBM RS6000, AIX, UNIX, Sun Solaris, Linux, all Windows, SQL Server past and current, Exchange Server, and more. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Client/Server/Distributed Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - d) Desktop: *All Windows, DOS, Linux, UNIX, OS/2, all browsers from IE to Netscape and others on all makes/models of desktop computing. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Desktop Systems technologies and more in any capacity the State requires. J&A Consulting*

contractors can provide performance with or without guidance and could teach others.

- e) LAN: *TCP/IP, Token Ring, Ethernet, Novell Netware, Microsoft related servers. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed LAN Systems technologies and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - f) Languages and DBMS: *IDMS, IMS, DB2, Oracle, SQL Server 2000 and previous versions, Access, dBASE, Informix, Sybase. ASP /ASP.Net, C#, HTML, DHTML , ADO.Net, SQL, PL/SQL, SQL+ Integration with .Net, Javascript, Perl, VB.Net, Crystal Reports for .Net, JAVA, WML, UML, with Versata and Oracle Developer 10g portal. J&A Consulting, LLC contractors have the business experience in the technologies you seek and can provide expertise, vision/strategy/consulting in these listed Languages and DBMS and more in any capacity the State requires. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
7. Describe your products / experience with Databases.
- a) Administration: *DB2, Oracle, SQL Server 2000, SQL Server 2005, IMS, Access, Informix, Sybase, IDMS. J&A Consulting, LLC contractors have served as support DBA's, lead DBA's, and can provide strategy/vision/consulting in any capacity the State needs. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Application Development tools: *Java, C+, C++, C#, .Net technologies, Javascript, HTML, DHTML, ASP, PowerBuilder, Visual Basic, Visual Interdev, Oracle Forms, Oracle Reports, PL/SQL Websphere, Visual Age, DB2 Development Tools, IMS Development Tools, CICS, VSAM, Microsoft IIS, TOAD, and many, many more. J&A Consulting, LLC contractors can provide strategy/vision/consulting in any Application Development tool needed. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) End user tools: *Microsoft Outlook, PowerPoint, FrontPage, Access, Excel, Lotus Notes, Easytrieve, Crystal Reports, and more. J&A Consulting, LLC can provide these skills at advanced levels and more not listed for any need the State has in strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - d) Structure and methodologies: *Data Modeling, Erwin, Rational, PMI and PMP certified professionals, Primavera, Niku Workbench, Dataflow, Business Objects, and more not listed for any need the State has for strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - e) Other
8. What general software applications have you experience in? *All Oracle 11i applications in HR, Financials, CRM, OM, EPM, PeopleSoft HRMS/Financials/CRM/EPM, SAP Financials/HR/CRM/EPM, Lawson, J.D. Edwards, Websphere, .Net technologies and more not listed for any State need for strategy/vision/consulting. J&A Consulting contractors can provide performance with or without guidance and could teach others.*

9. Please describe any experience and deployed solutions in each of the following specific technologies below.
- a) Help desk solutions / technologies: *J&A Consulting, LLC consultants have the experience and technology background The State seeks for Helpdesk solutions. Additionally, J&A Consulting, LLC can provide additional resources, teams, and leadership in this area in any technology the State seeks. Our consultants have provided support and development for Microsoft Office and Networking technologies, web applications used for CRM, EPM, and other enterprise related applications in such technologies as SAP, PeopleSoft, Baan, Oracle, and others. Our technical consultants and Project Managers have worked with Helpdesk support providing solutions for web based applications, remote and on-site customer service related applications, basic and advanced networking issues, email issues and other Intranet related issues. What the State needs is a consulting firm that can provide the best resources for the job at a price point that The State can afford and J&A Consulting, LLC understands how to match the two. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - b) Data development: *J&A Consulting, LLC consultants have outstanding experience with developing, tuning, and formatting data on all forms of major DBMS utilized by The State and more. Our people, whether they are DBA's or technical consultants have a strong background in IDMS, Oracle, DB/2, VSAM, and Sequel Server. The State will issue RFP's for specific resources with a strong background in named technologies. As a resource provider to The State for the last seven years with another technology firm we fully understand the needs, the types of projects The State undertakes, and the types of people that work best in your framework. J&A Consulting, LLC contractors have worked for major, enterprise projects for State and Federal Governments, Fortune 500 firms, and other large privately held organizations. Most recently, Joel Johnson on behalf of Alliance Technologies recruited and placed David Caines on the Datacenter creation, migration, and security project for the Iowa Medicaid Enterprise. Joel Johnson also recruited and placed Susan Neo with Sharon Sperry as a Contract Project Manager responsible for the management of project facilitation and task/timeline recovery on the I/3 Financials implementation. Although J&A Consulting, LLC can not take credit for the placements, our abilities to provide those same caliber of resources have transferred and The State will benefit from having a firm like J&A Consulting, LLC because they are focused only on providing Project Management contractors to our clients. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
 - c) Data analysis: *Our technical consultants have a broad range of Data Analysis tools experience in the consulting market place. We can provide expertise in Data flow, Prototyping, Planning, Workflow, Migration, Table structure, Data Integrity, Security layers, and more. From WebFOCUS, Experian, MVS Systems Tools, OO Design and Analysis, CICS Tools, Websphere MQ Family or AD Tools, to QMF, DAE (Data Archive Expert) or other Test Database Generator for DB2 our people have accomplished success for our clients in their careers. If the State is having Backup, Recovery, or Integrity issues with its data feel confident that J&A*

Consulting, LLC can provide resources for your next project. J&A Consulting, LLC has assisted ING and ADP of Des Moines with analysis of their web, sales, and client data being utilized to process large benefit plans, compensation/payroll services, and sales-field agents brokerage sites utilizing home office data to populate policy generation for investments. J&A Consulting contractors can provide performance with or without guidance and could teach others.

- d) *Data modeling: Using UML, ETL, Informatica and tools such as Erwin, Rational Rose, Power Designer, and Oracle Designer our contractors have modeled databases and data tables for clients and organizations across the country. Joel Johnson of J&A Consulting, LLC has successfully placed consultants at The State for another firm and continues to have the ability to access these contractors and others with similar skills for projects related to The State's DHS, Medicaid Enterprise, and IDR. Most recently J&A Consulting, LLC contractors have designed and modeled data marts and databases for web based applications accessing mission critical data for clients utilizing their payroll, benefits processing, and other HR related delivered services at ADP Des Moines. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- e) *Facilitating and consulting: J&A Consulting, LLC contractors are experienced at Facilitating and Consulting for our clients and by nature of what they bring in their expertise they understand the importance of facilitating change, process and technical improvements while consulting on behalf of our client's best interests. All contractors will work within the management structure of The State and provide the level of facilitation as needed and directed by The State lead. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- f) *Photogrametry and remote sensing: J&A Consulting has not had the cause to work in these two fields for our clients but feel confident that if needed The State can count on J&A Consulting Recruiting to acquire and present qualified candidates for engagement. The State expectation should be that J&A Contractors would provide performance with or without guidance and could teach others.*
- g) *Data collection and clean up mapping: J&A Consulting Staff will employ their client's programming and technical tools provided to collect data and clean up mapping. We have extensive experience in COBOL, CICS, and other mainframe languages, tools, and technologies. Data Collection and Mapping are common tasks associated with larger deliverables on J&A Consulting engagements. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- h) *GIS / ESRI Software / Mapinfo: J&A Consulting can acquire and present qualified candidates in Geographical Information Systems, ESRI Software, and Map Information. We have consultants available who have either worked for the Federal Government, Transportation/Shipping industry, Energy, and Utility sectors who can provide The State with their expertise. J&A Consulting contractors can provide performance with or without guidance and could teach others.*

- i) Electronic Commerce / EDI: *J&A Consulting contractors have developed solutions and applications using client specific or off the shelf systems with EDI for electronic commerce. Our consultants can bring their expertise to The State for developing e-procurement systems, purchasing/transactional processing, billing/invoicing management systems, along with workflow and security as mission critical imperatives during the design, development, and implementation of said systems. Our consultants have worked with EDI systems for many sectors including Financial, Government, Transportation, Utilities, and Retail. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- j) Document management: *Whether the State is looking for consultants with specific Document Management experience in products such as FileNet, Documentum, Formscares Covus or if The State needs knowledge and expertise in Document Management delivery via more comprehensive software such as ALS COM Suite J&A Consulting we have the available resources for engagement. J&A Consulting contractors have provided Document Management services for large clients including being a part of large consulting firms and client practices. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- k) Telecommunications wide area network: *TCP/IP, Windows NT, and others. If the State has a specific technology request for consulting with these backgrounds J&A Consulting will provide available consultants with the appropriate background and skill set to provide service. J&A Consulting contractors can provide performance with or without guidance and could teach others.*
- l) Biometrics: *J&A Consulting has not had the cause to provide our clients with this service but if The State were to need this skill our Recruiting Department will be able to screen and recruit effective, experienced personnel who can provide service with or without guidance and could teach others.*
- m) Wireless networking: *In today's technology culture Wireless Networking is providing flexibility and opportunity to broaden access to critical systems and applications. However, security is a prime concern that is often overlooked by the gains in flexibility and scalability. J&A Consulting has the technical ability to configure, design, and implement wireless networking capability for remote locations and large access points on State property while ensuring that the Wireless Network is safe, encrypted, and reliable. J&A Consulting can provide performance with or without guidance and could teach others.*
- n) IT staffing: *J&A Consulting is an IT Staffing business. We have successfully secured and placed IT professionals on projects at companies such as ING, ADP, and more. Additionally, our staff has been in the IT Staffing business for nearly ten years providing service and personnel to clients such as The State of Iowa, Pioneer, Principal Financial Group, Nationwide, The City of Des Moines, ConAgra, Nike and other public and private sector clients in all industries. Our network of personnel and available IT Staff provide us with a strong base in the thousands of contractors and personnel available for immediate placement. Furthermore, our model provides security and verification features for contractors*

new to J&A Consulting that ensures that we have provided the essential background, reference, and technical checks that The State needs.

- o) Graphic / web design: J&A Consulting personnel have extensive experience in building highly complex and visually appealing/functional web applications for large and small organizations. Most recently, J&A Consulting contractors provided leadership and web design/development for ING's agent network for administering, marketing, and tracking insurance and investment policies. Our contractors have worked with technologies that include: Visual Basic, Flash, Interdev, HTML, DHTML, JavaScript, FrontPage, ASP, .Net technologies, EJB, IIS, and on Oracle, UNIX, and SQL Server platforms. J&A Consulting can provide performance with or without guidance and could teach others.*
- p) Other: J&A Consulting has extensive experience with PeopleSoft, Oracle, SAP, JD Edwards and other ERP related software applications. From technical developers using proprietary development tools to Functional Business Analysts who understand how the technology can best serve the business demands of our clients to high level Project Managers/Program Managers we have the ability to serve our clients in all capacities.*

Part 4-4 CLIENT REFERENCES

For each service category you seek to qualify for, a client reference survey form must be submitted by three (3) references in the format per [Exhibit D](#). STATE agencies can be used as a reference, BUT NOT SUBSIDIARIES OF YOUR COMPANY. If you are attempting to qualify for more than one service category, a minimum of three reference surveys must be provided, with at least one reference survey in each service category (Substitute a statement that additional references are included in another response to a different service category). From time to time the STATE may request updated references in order for an SP to remain qualified, particularly if an agency rates an SP's performance as unsatisfactory, or if it has been two (2) years or more since the SP has worked for STATE and references on file are more than two years old.

Include a list in your response of whom you expect to submit a survey on your behalf:

J&A Consulting references expected to submit a survey for this category include:

Category 6: Implementation

1. Oune Lo – ING, Des Moines, IA: 515-698-6418
2. Jane Boerger – Formerly of ConAgra, Inc.: 402-965-4800
3. Carol Scheinost – Woodmen of the World, Omaha, NE: 402-661-8302

Part 4-5 Cost Data Format

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

<p align="center">COST DATA SHEET for ITQ Number <u>BD80200S102</u> Revision <u>1</u></p> <p align="center">FOR SERVICE CATEGORY: <u>Administration</u></p> <p align="center">COMPANY NAME: <u>J&A Consulting, LLC</u> Date <u>May 2, 2006</u></p>	
DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<u>Database</u> : Perform database administration activities on the selected database.	\$115
<u>LAN/WAN</u> : Perform local-area network and wide-area network administration activities on the selected network operating system.	\$95
<u>Operating System</u> : Perform operating system administration activities on the selected operating system.	\$80
<u>Web</u> : Perform administration activities related to web infrastructure components, such as web server, application servers, search engines, etc.	\$95
<u>Messaging</u> : Perform administration activities on the selected messaging platform.	\$95
<u>Security</u> : Perform administration activities relating to security, auditing, and enforcement.	\$115
<u>Emerging/Niche Technology</u> : Perform administration activities on technologies which are emerging or unique to the organization.	\$125

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

Part 6 – Exhibits, Attachments, and Addendums:

Exhibit A

Exhibit B

Exhibit C

Exhibit D

Exhibit E

Exhibit F

ITQ EXHIBIT A

NON-COLLUSION AFFIDAVIT

I, the undersigned, am the person responsible for the preparation of and cost data contained in this response submitted to the STATE in response to this ITQ and certify that:

Cost data has been arrived at independently and without consultation with any other party.

No information regarding this response content has been disclosed to any other party that may be or may potentially be responding to the ITQ with a response.

No attempt has been made to induce or to refrain any other party in responding to this ITQ or to influence the content of their response.

This response and subsequent proposal(s) submitted by my firm to RFPs referring to this ITQ is made / will be made in good faith and not pursuant to any discussions / agreement with any other party.

My firm and its affiliates, subsidiaries, officers, directors and employees are not currently under investigation or been convicted for any act prohibited by federal law involving conspiracy or collusion with respect to bidding on public ITQ and related POs, except as follows:

I understand that any miss-statement in this affidavit is and shall be treated as fraudulent concealment from the STATE of the true facts relating to the response submission for this ITQ.

Name: Joel Johnson, Position : President

SIGNATURE: _____ Date : May 2, 2006

Representing COMPANY NAME: J&A Consulting, LLC

SWORN TO AND SUBSCRIBED BEFORE ME THIS DAY _____ OF 20 _____ .

NOTARY PUBLIC _____ My commission expires: _____

ITQ EXHIBIT B

LOBBYING CERTIFICATION FORM

FOR ITQ AND RELATED POSS, GRANTS, LOANS, AND COOPERATIVE AGREEMENTS

The undersigned certifies, to the best of her or his knowledge and belief, that

No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress in connection with the awarding of any federal contract or agreement, or the making of any federal grant, loan, or co-operative agreement.

If any funds other than federal appropriated funds have been paid to any person for influencing or attempting to influence the making of federal contracts or federal grants, loans, co-operative agreements, the undersigned will submit full disclosure of lobbying activities showing all details and supporting documents.

The undersigned will require any or all subcontractors to submit a separate lobbying certification and disclosure accordingly.

SIGNATURE: _____ TITLE: President

COMPANY NAME: J&A Consulting, LLC DATE: May 2, 2006

ITQ EXHIBIT C --- MANDATORY AGREEMENT QUESTIONNAIRE

This section consists of a series of questions that must be answered to the affirmative prior to proceeding with development of your response. It confirms your understanding of and agreement to our requirements for submitting a response. Negative responses will disqualify you. Please insert a copy of your answers inside each of your responses.

1. Do you agree that the contents of your proposal(s) will become part of any resulting ITQ and related POs and can not be held confidential? YES ☒ NO ☐
2. Do you agree to submit one original of your proposal, together with two (2) copies and a electronic soft copy on diskette? YES ☒ NO ☐
3. Will you include at least three (3) client references and agree you must attain acceptable scores from references for each service category you are attempting to qualify for? YES ☒ NO ☐
4. Do you agree that you must maintain an acceptable rating by each agency you do work for in order to remain pre-qualified for each service category? YES ☒ NO ☐
5. Do you agree to abide by agency specific requirements as outlined in section 1-25? YES ☒ NO ☐
6. Do you agree that your response will remain valid for at least 120 business days and duration of ITQ and related POs? YES ☒ NO ☐
7. Are you a TSB or do you currently have or have had a contracting role in three (3) projects for each of the categories you are attempting to qualify for? YES ☒ NO ☐
8. Do you agree that if the STATE finds any part of your response to be false, you will be placed on temporary suspension from doing business with the STATE? YES ☒ NO ☐
9. Do you accept the requirements stated in sections 1-19 and 1-21? YES ☒ NO ☐
10. Will you provide all documents of proof of insurance as required by this ITQ and any related POs? YES ☒ NO ☐
11. Are you aware that the STATE will conduct any and all background checks it deems necessary? YES ☒ NO ☐

SUBMIT COMPLETED COPY INSIDE YOUR RESPONSE.

COMPLETED BY Joel Johnson, President, J&A Consulting, LLC

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: ING, Des Moines, IA: Oune Lo

ITQ Service category: Category 9: Administration

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: September 2005

End date: January 2006

Give brief description of Project Scope: J&A Consulting provided consulting services to ING to perform as Web Development, Database Administration activities, Operating System administration, Web infrastructure, and Security functionality. Other duties as assigned by client.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: ConAgra, Inc, Omaha, NE: Jane Boerger

ITQ Service category: Category 9: Administration

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: March 2001

End date: Various 2002, 2003, 2004

Give brief description of Project Scope: Joel Johnson, now with J&A Consulting, LLC successfully provided a large amount of consultants for ConAgra's PeopleSoft HRMS software implementation. He was instrumental in recruiting, negotiating, and preparing a successful business relationship for ConAgra's Unity Project. His team of consultants in collaboration with ConAgra management and personnel successfully implemented PeopleSoft software in one of the nation's largest implementations at that time. Several of his consultants were significantly involved with performing administration activities on PeopleSoft technologies which are emerging/niche and used uniquely to the organization as defined by The State of Iowa's Service Category.

Note: Jane Boerger is formerly of ConAgra at the time of this referenced work.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT D - **REFERENCE SURVEY FORMS** (3 sections)

REFERENCE SURVEY FORM - section one

(to be completed by SP providing proposal)

SP Name: J&A Consulting, LLC

Referring Client Name: Woodmen of the World, Omaha, NE: Carol Scheinost

ITQ Service category: Category 9: Administration

Give name and description of the project you want client to provide the STATE of Iowa a performance rating on per section two.

Start date of project: Summer 2002

End date: Summer 2005

Give brief description of Project Scope: Joel Johnson, now with J&A Consulting, LLC provided recruitment and placement of specialized personnel to Woodmen of the World for unique software technologies not readily used in the general marketplace. His consultants provided analysis, development, and administration on technologies which are unique and emerging to their organization as defined by The State of Iowa's Service Category: Administration.



THE REMAINING 2 SECTIONS TO BE COMPLETED INDEPENDENTLY BY THE CLIENT. The fully completed survey shall be SENT DIRECTLY TO THE ISSUING OFFICER OF THE INVITATION TO QUALIFY FOR THE STATE OF IOWA 'S IT CONSULTING SERVICE ITQ AND RELATED POS.

ITQ EXHIBIT E -- COST DATA SHEET FORMAT

COST DATA SHEET for ITQ Number BD80200S102 Revision 1

FOR SERVICE CATEGORY: Administration

COMPANY NAME: J&A Consulting, LLC Date May 2, 2006

DESCRIPTION OF SERVICE	RATE PER HOUR NOT TO EXCEED
<u>Database</u> : Perform database administration activities on the selected database.	\$115
<u>LAN/WAN</u> : Perform local-area network and wide-area network administration activities on the selected network operating system.	\$95
<u>Operating System</u> : Perform operating system administration activities on the selected operating system.	\$80
<u>Web</u> : Perform administration activities related to web infrastructure components, such as web server, application servers, search engines, etc.	\$95
<u>Messaging</u> : Perform administration activities on the selected messaging platform.	\$95
<u>Security</u> : Perform administration activities relating to security, auditing, and enforcement.	\$115
<u>Emerging/Niche Technology</u> : Perform administration activities on technologies which are emerging or unique to the organization.	\$125

Note: The SP may be able to have additional line items added at a later date to this ITQ, IF it is in the same service category as originally qualified for under the ITQ, and If such a request is approved by the STATE. In such case, an addendum will be issued by the STATE.

Submit additional sheets as necessary. RATE PER HOUR is to be in US dollars and is firm for the duration of ITQ, except that changes to the rates per hour may be made upon approval by the STATE once every 12 months from date of the ITQ execution and no change will be allowed over 5% for each line item without justification. In such case, an addendum will be issued by the STATE.

ITQ EXHIBIT F - REQUIRED SIGNATURE PAGE (submit two signed originals in your response)

I / we as undersigned agree to the terms and conditions of the aforementioned ITQ #BD80200S102 and if our response is accepted, to furnish any and all services upon which cost data has been submitted. Any material misstatement in our response shall be treated as fraudulent concealment from the STATE of the facts relating to this ITQ.

Name of Entity / Person Submitting Proposal: J&A Consulting, LLC/ Joel Johnson

Mailing address: 3775 E.P. True Parkway, Suite 203, West Des Moines, IA 50266

Phone: 515-221-2679 Fax: 515-223-2393 Email: jjohnson@jandaconsulting.com

☐ If Individual: SIGNATURE: _____ Date: _____

Social Security Number: _____

☐ If Partnership: _____ Names -type written: _____

Social Security Numbers: _____

SIGNATURES of PARTNERS: _____ Date: _____

_____ Date: _____

☐ If Corporation: Corp ID# 20-2956566 State: Iowa

SIGNATURE: _____ Date: May 2, 2006

Name and Title -type written: Joel Johnson – President, J & A Consulting, LLC

I / we consent to service of process by certified or register mail addressed to our designated legal agent as required by Part 2-13-i of the Terms and Conditions of the ITQ. I / we appoint

Joel Johnson at J&A Consulting, LLC as our agent to receive service of process.

WITNESS SIGNATURE: _____ Title: _____ Date: _____

The STATE of Iowa, acting through the undersigned officer(s), hereby accepts the foregoing response to the ITQ and pre-approves the SP named for agency requests for proposals using this agreement. This acceptance and the SP's response for the above referenced ITQ and related POs, including the terms and conditions of the ITQ constitute a binding contract between the STATE and the SP.

ITQ EXHIBIT F - **REQUIRED SIGNATURE PAGE** (submit two signed originals in your response)

I / we as undersigned agree to the terms and conditions of the aforementioned ITQ #BD80200S102 and if our response is accepted, to furnish any and all services upon which cost data has been submitted. Any material misstatement in our response shall be treated as fraudulent concealment from the STATE of the facts relating to this ITQ.

Name of Entity / Person Submitting Proposal: J&A Consulting, LLC/ Joel Johnson

Mailing address: 3775 E.P. True Parkway, Suite 203, West Des Moines, IA 50266

Phone: 515-221-2679 Fax: 515-223-2393 Email: jjohnson@jandaconsulting.com

☐ If Individual: SIGNATURE: _____ Date: _____

Social Security Number: _____

☐ If Partnership: _____ Names -type written: _____

Social Security Numbers: _____

SIGNATURES of PARTNERS: _____ Date: _____

_____ Date: _____

☐ If Corporation: Corp ID# 20-2956566 State: Iowa

SIGNATURE: _____ Date: May 2, 2006

Name and Title -type written: Joel Johnson – President, J & A Consulting, LLC

I / we consent to service of process by certified or register mail addressed to our designated legal agent as required by Part 2-13-i of the Terms and Conditions of the ITQ. I / we appoint

Joel Johnson at J&A Consulting, LLC as our agent to receive service of process.

WITNESS SIGNATURE: _____ Title: _____ Date: _____

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